

**FACTORS INFLUENCING INVENTORY MANAGEMENT IN THE
LEARNING INSTITUTIONS IN KENYA. CASE STUDY OF LANGATA
BOY'S SCHOOL**

BY

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**A RESEARCH PROJECT SUBMITTED TO SCHOOL OF
MANAGEMENT AND LEADERSHIP IN PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE AWARD OF DEGREE IN BACHELOR OF
MANAGEMENT AND LEADERSHIP OF THE MANAGEMENT
UNIVERSITY OF AFRICA.**

JULY 2018

DECLARATION

Declaration by the Student

This project is my original work and has not been presented for a degree in any other University.

Signature.....

Date

Judith Gakii

BML/12/00421/3/2015

Declaration by the Supervisor

This project has been submitted for examination with my approval as University Supervisor.

Signature.....

Date

Dr. Emmanuel Awuor

DEDICATION

I wish to dedicate this research project to my family for their love, support, mutually, spiritually and financially without which I could not have completed this great work.

ACKNOWLEDGEMENT

First, I would like to express my sincere gratitude to the Almighty God for giving me ability to undertake a course that without his grace and prudence, I would never make it, Glory is to His Name. My heartfelt appreciation goes to my family members especially my mother who entirely contributed both financial and moral support towards the success of this piece of work. I also feel indebted to my supervisor Dr. Emmanuel Awuor for his professional guidance throughout my research project also acknowledges Management University of Africa for giving me this opportunity to complete my project without any hardship. My special thanks go to the entire staff of Langata School.

ABSTRACT

The purpose of this study was the factors influencing inventory management in the learning institutions in Kenya. This study was guided by the objectives which are; To find out the effect of procurement procedure on inventory management at Langata boys School. To establish the effect of level of training on inventory management at Langata boys School. To analyze the effect of stock record practice on inventory management at Langata boys School. To find out the effect of store conditions on inventory management at Langata boys School. The study was significant to the management of Langata Boys School, Who oversees the daily operations of the organization. A descriptive survey design was adopted for the purpose of this study. The study adopted descriptive research design. The target population for this study was entity focus on workforce in the organization who included top management, middle management, and the support staff and covered a population of 33 employees and used census as a sampling design because the population was small and the researcher wants to give each employee an equal chance. Data was collected through questionnaires that was distributed to the respondents and was analyzed using both quantitative and qualitative methods and later be presented through tables, bar graphs and pie charts. The finding of the study shows that 29.3% of the respondents strongly agreed that Procurement processes prepare and process demand as well as the end receipt and approval of payment, 39% of the respondents agreed that 17.1% of the respondents had no idea while 9.8% of the respondents disagreed to the statement whereas 4.9% strongly disagreed. The finding of the study shows that 46.3% of the respondents strongly agreed that supplies personnel assist in achievement of school objective by the application of proper stores accounting while 34.1% of the respondents agreed whereas 9.8% of the respondents had no idea as a total of 4.9% of the respondents disagreed and lastly 4.9% strongly disagreed about the idea. The finding of the study shows that 34.1% of the respondents strongly agreed that Procurement professional's need a set of flexible skills due to changing inventory management, 6% of the respondents disagreed and another 14.6% strongly disagreed. The finding of the study shows that 34.1% of the respondents strongly agreed that accuracy of inventory records is necessary to provide satisfactory customer service, 31.7% of the respondents agreed, 24.4% of the respondents had no idea to the statement whereas 4.9% of the respondents disagreed as another 4.9% strongly disagreed. The research recommends that training of staff is vital if full use is to be made of their abilities and talents and also it's important to ensure that sufficient number of the appropriate caliber is available to the organization in pursuit of its objectives. Incompetent employees can render inventory control virtually ineffective. The management of Langata Boys School is recommended to implement a information communication system, fast generation of information and seamless decision making by multiple stakeholders. The research based on the findings recommends the management to implement technologies such as EAN codes to increase efficiency. The research recommends the management of Langata School to ensure their store staffs are able to move different parts, items, materials.

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LIST OF ACRONYMS/ABBREVIATIONS

DEFRA	Department for Environment Food and Rural Affairs
EOQ	Economic Order Quantity
GDP	Gross Domestic Product
ICT	Information Communication Technology
JIT	Just-in-time
OECD	Organization of Economic Cooperation Development
PPDA	Public Procurement and Disposal Act
UNEP	United Nations Environment Programme
WSSD	World Summit on Sustainable Development
OECD	Organization for Economic Co-operation and Development
ROK	Republic of Kenya
PPDR	Public Procurement and Disposal Regulations
KISM	Kenya Institute of Supplies Management

OPERATIONAL DEFINITIONS OF TERMS

Inventory Records Stock record system is the means of capturing and storing information and a facility for the analysis and use of this information so that the operation of the stores function and the control of stock can be performed in an efficient manner.

Store Condition Store coordination is the essential materials that should be reinforced to ensure smooth operation of procurement functions. Proper stores coordination is vital in that it will help to reduce lead times and any logistical problems. Stores coordination should improve the receiving of goods in the clearing and forwarding departments.

Procurement Procedure Procurement process can be defined as a process to acquire and receive goods and services in the public learning institutions. Procurement processes prepare and process demand as well as the end receipt and approval of payment.

Level of Training training as „A planned process to modify attitudes, knowledge or skill behavior through learning experience to achieve effective performance in an activity or range of activities. ”

CHAPTER ONE

INTRODUCTION OF THE STUDY

1.0 Introduction

This study will cover investigation on the factors affecting inventory control in public learning institution in Kenya. This chapter consists of six sections .i.e. the background of the study, statement of the problem, objectives of the study, research questions, and significance of the study and the scope of study.

1.1 Background of the Study

Inventory management efficiency could be an essential management issue for many learning establishments. Provision is all regarding managing inventory, whether or not the inventory is moving or staying, whether or not it's in a very raw state, in producing, or finished merchandise (Goldsby and Martichenko, 2005). Provision and inventory management potency are embedded in one another and affianced closely. The “Bill of „Rights” that provision professionals typically repeat is to deliver the proper product to the proper place, at the proper time, within the right amount and condition, and at the proper value (Goldsby and Martichenko, 2005).

Inventory management efficiency conjointly becomes an elementary part of supply chain management (SCM) .A great deal of analysis in SCM over the last twenty years is characterized as thus known as “multi-echelon inventory theory” (Quayle, 2013). SCM has in recent years become a vital thanks to enhance the general public sector competitive strength and so a vital issue for many learning establishments. In step with Lam and Postle, (2006) SCM involves all the activities concerned in delivering a product from stuff through to the client together with sourcing raw inventory and components, producing and assembly, reposition and inventory pursuit, order entry and order management, distribution across all channels, delivery to the client and also the info systems necessary to observe all of those activities. The goal of inventory management potency is to confirm that seed inventory is offered at their purpose of

use once required. Inventory management potency is that the system for coming up with and dominant all of the efforts necessary to confirm that the right quality and amount of inventory are properly laid out in a timely manner, obtained at an inexpensive value and most significantly, offered at the purpose of use once needed. Poor inventory management may end up in exaggerated prices throughout construction. Economical management of inventory may end up in substantial savings in project prices. If inventory are purchased too early, capital could also be delayed and interest charges incurred for the surplus of inventory. Inventory could deteriorate throughout storage or get purloined unless special care is taken. Delays and additional expenses could also be incurred if inventory needed for explicit activities are unprocurable.

According to Coyle, Bardi, and Langley (2003), effective inventory flow management in provide chains is one in every of the key factors for fulfillment. The challenge in managing inventory is to balance the availability of inventory with demand. A college would ideally need to own enough inventories to satisfy the strain of its customers. On the opposite hand, the college doesn't need to own an excessive amount of inventory staying reachable as a result of the value of carrying inventory. Enough however not an excessive amount of is that the final objective. Inventory management efficiency is ever the means of conducting public sector around the world and it facilitate continued flow of production (Quayle, 2013).

Globalization of establishments needs economical provides Chain Management. The science of provide chain more connects with management to expeditiously deliver the products in a very regular base. Several management functions are being conjecture and eventually use because the bases for the establishment operations. Today, learning establishments are integration they provide chain formulation with the

assistance of the net infrastructure. Certainly, inventory management potency contemplates some necessary components that public sector should consider. There are various tries to clarify inventory management potency of establishment within the fields of strategic management, accounting, finance, promoting and management science. In the US, Narasimhan (2000) studied the result of excess inventory on future stock worth performance.

The problem of inventory has continuing to receive abundant attention in most learning establishments each public and personal. Inventory levels of raw materials, semi-finished and finished merchandise ought to be effectively managed to manage the value of inventory (Kotler, 2002). It's common to search out the record of a mean college having inventory running its current assets as capital tied down (Pandey, 2005). It's for this reason that the management of ministry of education, Kenya through its warehouse manual (2010) have instituted procedures and techniques for the aim of correct inventory management altogether public learning establishments in Kenya. Though inventory management potency isn't extremely pronounced within the Republic of Kenya government, ministries, public sector and manufacturing public sector, the utilization on inventory management potency is felt through reduced prices, maintaining production, continuous provide and reduced loss. If you walk into their inventory, likelihood is that the managed establishment contains a clean, well-organized building whereas the troubled establishment operates out of an untidy, unstuck area. This is often as a result of the result of inventory systems which can be felt throughout an establishment, (Goldsby and Martichenko, 2005).

Inventory management potency isn't any simple task, and however once your establishment has used best practices, maintenance is much less complicated in an organized area than an incommodious, messy one. If one can't notice inventory place

away in their warehouse they can't sell it. The ERP computer code is intended to incorporate inventory systems, however it's up to the world to place them to sensible use. A similar logic must be applied to outgoing shipments. It's one issue to misplace stock at own facility, and quite another to send the incorrect order to your customers. Outgoing shipments ought to be correct, because the value of a replacement order is critical. There also are alternative constraints in areas of inventory management potency, inform of management, and aspects that embrace high inventory connected value, overstock, beneath stock, poor documentation, uncertainty of client demands, Long provider Leads times, long government officials' procurement procedure, and inaccurate procurement desires estimation. Therefore, the mere indisputable fact that ineffective inventory management potency affects just about the structure objectives necessitates this sort of analysis work.

1.2.1 Profile of Langata Boys School

Langata Boys School was born out of the Nairobi town Council's acknowledgement of the plight of the various town primary school leavers, significantly from the foremost underprivileged sections. Through its Education Department, to supply a minimum of 2 additional years of education to those pupils who did not secure places in Government schools; it supported the institution of Ofafa village Leavers' Centre in 1968 below its Management. The Centre offered Evening categories to modify the pupils to aim Republic of Kenya Junior Secondary Examination (KJSE) i.e. 2 years post Primary Education. In 1971 the Centre was emotional to racetrack Road primary school premises and renamed racetrack Leavers' Study Centre and shared the first faculty facilities. Despite the key issues like not having adequate lyceum resources as well as books and teaching employees, in 1972, of the seventy candidates registered to sit down KJSE, seventeen pupils passed the Examination therefore gap a brighter

future for themselves. All the whereas, the town Council, through its Education Department was persuading the Central Government to contemplate and grant aid to the centre and eventually take it over. In August, 1973 the govt. Established the faculty's initial Board of Governors to run the school that was renamed Langata high school, registered to be a 2 streamed faculty from type one – type IV. In 1974 the govt. Took over one among the streams and therefore the responsibility of its operations through the Board.

1.2 Statement of the Problem

Inventory management plays a very important role in an organization's service delivery and skill to satisfy customers. The effectiveness of internal control is directly measurable by however self-made a corporation is providing high levels of client service and low inventory investment. At the Langata boys school there's have to be compelled to invariably have enough materials available therefore to make sure that merchandise and services area unit offered to all or any of the purchasers. The department ought to ne'er run out of provides because of the sensitive nature of it's operate 'Offering education services'. It's important to make sure that there's economical offer of varied merchandise in any respect times as a result of there want comes in handy to make sure correct performance of the providers and stores department. In any case, the procurement department operate is unfold throughout the organization. There's problem in crucial specified stock levels that guarantee a free flow of materials while not acquisition serious expenses in stocking those materials.

For the past three money years, the department has command excess inventory of some things whereas there has been lack of different necessary things future needed to satisfy client demands. The inventory has not been ready to run the organization swimmingly as there are many stock outs or total lack of varied stock things. There's

some proof of suppliers United Nations agency cannot meet delivery schedules and therefore cause delivery uncertainty. The procurement department usually provides the provider with short notices or requests frequent changes to a schedule and therefore increasing the chance of delivery uncertainty. This shows that the department has not determined its order and re-orders levels that could be a smart practice in inventory management.

There is conjointly an extended order cycle time, i.e. the time between the popularity of a purchase demand and therefore the physical receipt of fabric from a provider (Greene, 1997). The longer the order cycle time the additional unsure delivery becomes ensuing to a prospect of a stock out. There's conjointly an inaccurate or unsure demand forecast, a supply of uncertainty touching inventory levels at the procurable department. This has exaggerated the necessity for safety stock to satisfy future demand despite the demand uncertainty.

1.3 Objectives of the Study

1.3.1 General Objective

The Main objective of the study was to assess the factors influencing inventory management in the learning institutions in Kenya

1.3.2 Specific Objectives

- i. To find out the effect of procurement procedure on inventory management at Langata boys School.
- ii. To establish the effect of level of training on inventory management at Langata boys School.
- iii. To analyze the effect of stock record practice on inventory management at Langata boys School.
- iv. To find out the effect of store conditions on inventory management at Langata School.

1.4 Research Questions

- i. How does procurement procedure affect inventory management at Langata Boys School?
- ii. Does level of training affect inventory management at Langata Boys School?
- iii. How does stock record practice affect inventory management at Langata Boys School?
- iv. To what extent do store conditions affect inventory management at Langata Boys School?

1.5 Significance of the Study

1.5.1 The management of Langata Boys School

The study will likely benefit managers of Langata boys School by providing data and information that will be not readily available to them in coming up with the effective promoting staff retention strategies that are to be used in order to be more effective and efficient.

1.5.2 The Government

The study will be of great importance to the government in formulating policies and the regulations of the inventory management in the learning institutions , since the institution management will be informed on how the rules and regulations specification affect auditing process which will lead to introduction of consistence and systematic procedures for carrying out inspection to enhance what would have been delivered within the specified standards.

1.5.3 Learning institutions

This study will be of significance to the operators in the public sector that maybe in need of improving their strategy inventory management in the learning institutions. This research study maybe used to benchmark, and will add value to other parastatals both private and public organization.

1.5.4 Other Researchers

This study provides background information to research organization and scholars who may want to carry out further research in this area. This study will also facilitate individual researchers to identify gaps in the current research and carry out research in these areas and would provide an opportunity to other researchers who are dwelling in this field to define it better.

1.6 Scope of the Study

The study will focus on factors influencing inventory management in the learning institutions in Kenya. The researcher chose to do a case study of Langata Boys School located off Kitengela road in or near Nairobi Town, Lang'ata Constituency, Nairobi County, Kenya. The study was targeting 33 staff at the school. Management and staff was the main target in the study. This study was conducted for three months from June 2018 to August 2018.

1.7Chapter Summary

This chapter contained the background of the study on the general understanding of inventory management in learning institutions. The chapter also covered the statement of the problem, objectives of the study, research questions, and significance of the study and scope of the study.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter discusses the theoretical review, the empirical literature review, the summary and research gaps to be filled by the study and the conceptual framework, the operationalization of variables and the chapter summary.

2.1 Theoretical review

2.1.1 Theory of Inventory and Production

The theory of inventory and production is delineated as specialty in research and is often mentioned because the mathematical theory of inventory and production (Hillier & Lieberman, 2001). The idea thinks about with the event and adoption of inventory and production systems that are effective which can end in the minimization of institutional price. During this affiliation, the idea studies the subsequent structure functions: provide chain, deposit, producing and production, element allocation, and provision.

According to Hillier and Lieberman (2001), establishments ought to follow the subsequent steps so as to own a good inventory management system: develop a mathematical model that describes the behavior of inventory; style associate degreed adopt an optimum inventory policy with reference to the firm's mathematical model; develop a processed informatics system that may offer data on the present inventory levels; use the present inventory levels data to use the optimum inventory policy to fill again existing inventory levels. Additionally, the idea of inventory and production considers and uses the subsequent measures: ordering prices, shortage prices, holding prices, salvage prices, discount rates, and revenues.

2.1.2 Stock Diffusion Theory

A stock diffusion theory was pioneered by Braglia, Gabbrielli and Zammori (2013: 3018) with an intention to derive the chance distribution of the stock consumption which of the reorder time. These authors additional explained that the importance of stock diffusion theory is to assess and measure the desired inventory levels in theory and apply. There are 3 issues of the stock diffusion theory: cupboard space required; however quickly inventory is oversubscribed or used; and the way to avoid inventory from turning into superannuated before it's used. Additionally, the stock diffusion theory has been confirmed to lower inventory level and incorporates a direct impact on value savings emanating from storage prices as well as stock insurance premiums (Unegbu and prophet, 2011).

2.1.3 Application Control Theory

A theory referred to as the applying management theory was pioneered by Ortega and sculpturer in 2004 to cut back inventory variation, scale back demand amplification and optimize ordering rules (Sourirajan, Ramachandranand an., 2008). In a very versatile demand setting, different organizations have doubts on internal control; however Bijulal, Venkateswaran and Hemachandra (2011) denote that application management theory plays a massive role to affect uncertainties of demand. For instance, to answer the question once and the way abundant to reorder within the state of affairs of uncertainty demand, the idea will suggests tips on rearrangement processes. It's clear that uncertainty of demand is subjected into intervals and may end in nice effort placed upon procurement as a result of there's no specific time interval in between the demand and therefore the extent to reorder. Satisfying customers during this state of affairs may need sturdy management support and advanced procurement methods that derive theory into apply (Minner and Transchel, 2010).

2.2 Review of Empirical Literature

2.2.1procurement Procedure

According to Intaher and Johanna (2012: 244), a procurement process can be defined as a process to acquire and receive goods and services in the public learning institutions. Procurement processes prepare and process demand as well as the end receipt and approval of payment. Erdis (2013: 121- 124) reveals that procurement has a link with inventory control. The author mentions that procurement is meant to ensure that inventory orders are made on time so that inventory control satisfies all the demands as they became due. Correspondingly, Watermeyer (2011: 2- 3) states that, in response to procurement processes and regulations of inventory stocks by the South African learning institutions , PPPFA A ct No. 5 of 2000 was promulgated to achieve best results. With reference to section 217 (1) of the PPPFA, the primary objectives towards its promulgation was to ensure fairness, equity , transparency, competitiveness and cost effectiveness in the control of inventory in theory and practice by the public learning institutions .

However, an n exploratory based study conducted by Intaher and Johanna (2012: 243) from South Africa, found that there are challenges restraining the effectiveness and efficiency of the public learning institution procurement. The authors mentioned that incompetency, unfairness, inequality, poor strategies, and failure to be transparent by officials are the reasons of intricate procurement. Another study conducted by Allal-Cherif and Babai (2012: 40) from the South African public learning institutions found remarkable results that the use of technology systems by incompetent practitioners is what makes intricate procurement. Intaher and Johanna (2012: 244) defined intricate

procurement as a tricky process to acquire and receive goods and services in the organization.

Though there is a strong relationship between procurement and inventory control, Jovanovic and Benkovic (2012: 26) report that public learning institution procurement is a factor which is causing problems on inventory control. One such problem includes errors and fraudulence by responsible practitioners. This was confirmed by Larson (2009: 222) who conducted a study in Canadian learning institutions on how procurement functions. It was found that some practitioners are not reliable and do not have a good understanding of procurement processes.

Likewise, Allal-Cherif and Maira (2011: 709) report that experience of the South African learning institutions ' administration during the past years revealed the existence of disorder by responsible parties involved with procurement processes. Since there are many issues arising from procurement, the South African government has acknowledged a need for improvement in the procurement process. As a result, the four principles of the public learning institution procurement defined in the Public Procurement Law had to be complied. Such principles include: (1) cost effectiveness and efficiency; (2) principles of competition; (3) principle of transparency; and (4) principle of equality of bidders (Jovanovic and Benkovic, 2012: 26).

Achua (2011: 323) reveals that the four principles have failed to settle the issues of intricate procurement processes in the South African learning institutions. The author recommends that commitment, supporting regulations, and reviewing of performance regularly can help resolving the matter in question. According to Bolton (2010: 76-80), South African learning institutions ' have very little, if any, difference between the performance of procurement and exploitation. The author further identifies the

tender process as an important section to be considered when viewing the inventory control.

According to Atkinson and Sapat (2012: 360-363), a tender is a process where the owner invites a quote for the inventory to be delivered, based on complete plans and specifications. Tenders are given out via procurement, but omissions like failure to identify accurate inventory to be supplied are the symptoms of tenders not being accurate when capturing requests for quotations or evaluating approved projects of suppliers. Moreover, selecting a supplier that has not been approved can be a cause of conflict of interest between the partners involved, leading to serious corruption.

In order to deal with problems of intricate procurement processes, Intaher and Johanna (2012: 244) suggest that tender practitioners need to be trained thoroughly. This intention has increased the interest of colleges and universities to offer training to assist educating tender or procurement practitioners. UNISA short learning programmes 35(2013) state that the following six types of programmes are available: (1) Procurement and supply chain perspective; (2) Public procurement and Supply Chain Management; (3) Purchasing and Supply Management; (4) Purchasing and Supply Tools; (5) Legal aspects of purchasing; and (6) Storage and inventory management. Furthermore, Jovanovic and Benkovic (2012: 26) states that the purpose of these programmes includes that of introducing and preparing individuals to an integrated approach of procurement in the public learning institutions. Moreover, literature reveals that providing relevant training to procurement practitioners is very important. On the same note, an empirical study conducted by Fattah Al Weshah (2013: 12-13) from a South African public learning institutions found that

incompetency of tender and procurement practitioners dealing with inventory stock orders resulted in a rise of 5% in operating costs. Even though there is no clause found in the South African PPPFA Act No. 5 of 2000 that emphasizes the need for staff training in the procurement, a study conducted by Intaher and Johanna (2012: 242) on the South African learning institutions found that poor staff training was a core issue affecting successful procurement. Basically, the above statements revealed that intricate procurement has a link with failure to control inventory. Consequently, the next section highlights the strategies for inventory control.

As organization become giant and additional complicated, the authoritarian- paternal patten gave thanks to inflated purposeful specialization with several layers of middle and lower management for coordinating organization effort (Kenneth & Kenneth, 2005). In keeping with dramatist and Plastrik (1997), the benefits of forms are several folds. Excluding consistent employee's behavior, it eliminates overlapping or conflicting jobs or duties and behavior of the system is predicable. Despite the on top of blessings, functionary organization has some vital negative and aspect impact. An excessive amount of red tapes and paper work not solely cause unpleasant experiences however additionally to inefficient operations (Osborne et al., 1997). Since workers are treated impersonality and that they are expected to deem rules and policies, they're unwilling to expertise individual judgment and avoid risks (Osborne et al., 1997). Forms expects conformity in behavior instead of performance (Kenneth & Kenneth, 2005).

During the fiscal year 2011 -2012 numerous Government Ministries and department in Republic of Kenya came billions of cash meant for crucial comes to Treasury (The commonplace Newspaper, 2012, July 26).The head of Public Service deuced it on

functionary acquisition procedure whereas the Prime Minister on the opposite hand, deuced acquisition rules for slow implementation of the projects.

2.2.2 Level of Training

Lyson (2000), defines training as A planned method to modify attitudes, data or ability behavior through learning expertise to accomplish effective performance in an activity or vary of activities. Its purpose in the work scenario is to develop the talents of the individual and to satisfy the current and future human resource desires of the organization” The authors more say that workers could also be trained internally on the duty or outwardly during a school giving totally different courses.

According to GOK provides manual, (2010), provides personnel arc the direct custodians of government stores and assist in accomplishment of economy in expenditure provided by the appliance of correct stores accounting, interference and detection of losses, can result in misuse of stores. The manual thus recommends that so as to maintain prices to the minimum, the organization ought to guarantee that employees are properly trained, supervised and allotted for the work they're needed to perform.

Baily and Farmer (1980), say that for organization to attain a superior offer performance, it's necessary to recruit, train and develop personnel with the capability and motivation to try and do higher work. It's finally assumed that the higher completed every individual person was able to handle and discharge during a skilled manner the task or responsibility placed on him.

Carter and value (1993), indicate that coaching of employees is significant if full use is to be made from their talents and skills. The authors stress that labour could be a

terribly high-ticket resource and so it builds smart economic sense to make full use of it. Incompetent workers will render an organization nearly ineffective.

Recruitment of the correct reasonably folks within the organization and their coaching ought to thus be done. The problem of personnel coming up with is capably place by Cole (1997), who says that it's necessary to confirm that sufficient numbers of the acceptable caliber of folks is on the market to the organization in pursuit of its objective.

Stock management isn't any longer thought-about a clerical perform performed severally by primitive people among a governmental agency (National Institute of Governmental getting, 2001). Qualified employees that are competent and proficient can facilitate the organization to attain its goals and objectives by being economical and effective once completing their numerous functions. For a corporation to succeed, qualification is thus a pre-requisite and should be matched with job demand, therefore the necessity to rent and develop formidable personnel.

Inventory management isn't any longer thought-about a clerical perform performed severally by primitive people among a governmental agency (National Institute of Governmental getting, 2001). Qualified employees that are competent and proficient can facilitate the organization to attain its goals and objectives by being economical and effective once completing their numerous functions. For a corporation to succeed, qualification is thus a pre-requisite and should be matched with job demand, therefore the necessity to rent and develop formidable personnel.

According to Cole (2014) coaching is any deficiency in a corporation employee's inventory management within the learning establishments or potential inventory management within the learning establishments, which may be remedied by

acceptable coaching. Assortment of data for a coaching would like analysis is administrated by one or additional of the subsequent, participation by each essential suppliers and therefore the offer chain management within the development of clear specifications and comprehensive standardization for a corporation inventory management within the learning establishments to evolve to world category offer management. Proactive development of specifications and standardization will aid in corporation inventory management within the learning establishments in reducing total value of a product or service developed either in house or outwardly. The ultimate style of a product usually dictates fixing appurtenant prices akin to packaging and needed service of the merchandise.

2.2.3 Inventory Records

According to Susan & archangel , (2000) accuracy of inventory records is critical to produce satisfactory client service, confirm refilling of individual items; guarantee that material convenience meets repair or project demand, analyze inventory levels and dispose of excess inventory. Bailey and Farmer (1982) state that stock recording area unit expected to maintain particulars of receipt, problems and balances remaining available for every individual item control within the storage daily.

According to Susan & archangel (2003), Stock records give the management with the data that is employed to confirm answerability through stocktaking and stock audit exercise. Jessop and Morrison (1994) states that records may be denoted manually however, wherever the amount and complexness of the documents handled is of major proportion mechanical ways area unit usually to be a lot of effective. Manual posting is relatively slow, there's high risk of filling the incorrect detail, and it

may be simply misplaced or lost because of multiple handling as compared to laptop posting system.

According to Jessop and Morrison (1994), a stock record system is the means of capturing and storing data and a facility for the analysis and use of this data thus that the operation of the stores perform and also the management of stock may be performed in an economical manner. The author more says that the system of stock recording and also the mechanism for the utilization of recorded data should be terribly fastidiously hand-picked. Records and techniques ought to be acceptable to the things in question and also the price implication taken under consideration. AN organization ought to fastidiously opt for the best system appropriate to it to avoid a scenario whereby plenty of cash would be spent on maintaining a awfully pricy system for things of low price. A stock record system may be manual or processed.

Carter and value (1993), has highlighted the utilization of electronic equipment technology and argues that computers have the power to store and retrieve data. The authors argue that several corporations currently use computers to hold and perpetually update stock records. The pc will within the simplest applications simply replace a group of stock record cards by maintaining a group of knowledge on stock levels and carrying changes as necessary once directly schooled.

Cole (1997), defines a stock record system as a proper set of records that contain data regarding stock control inside the stores system. This data can rely on the system used and also the scope of the operation. However, there are unit basic functions that each stock record system ought to aim to cowl the basic one being knowledge

control at any given time. It's thanks to the big selection of knowledge control inside an honest record system that Carter and value calls it the “clerical memory”.

A similar description of stock records system has been given by Saleemi (2007), UN agency says that stock records refer to documents that offer data concerning the movement of stock. These embrace records unbroken each for account and cost accounting functions. These area unit individual accounts for every item of stock on that area unit recorded all receipts and problems with that individual item and so the balance at hand.

According to the GOK provides Manual, (2010), Storekeepers should verify the issue request before the supply of the things and need the receiving workers to acknowledge receipt on the kind with a duplicate sent to the accounts section. Issue stocks on a “first-in first- out” basis, significantly for things with AN expiration date or a restricted period is suggested and Update the inventory movement records directly.

According to the GOK provides Manual,(2010), it's necessary for a stores organization to own a typical offer language that is used to completely and unambiguously establish any item in a provides vary. This can be achieved through the introduction of one name for an item of offer and a code range allotted thereto. This code range represents the most knowledge needed to adequately establish the essential characteristics of the item. Once clear identification and assignment of a code range, a catalogue is ready and distributed to users UN agency should use the codes systematically once act their must the storage.

Jessop and Morrison (1994), says that the traditional approach of distinguishing AN item is by easy description. But this can be not entirely satisfactory for stores

functions as a result of many completely different names are also used for an equivalent issue, e.g. A dustbin, refuse instrumentation or rubbish receptacle. At the same time in order to establish some item accurately, a terribly long and sophisticated description is needed. It is thus necessary to develop a stores code which provides every item of stock a letter, figure or a mix of each that is then used to spot the item. It is necessary to mention here that every item ought to have solely one code.

According to Carter and value (1993), receipt of product should be strictly controlled to guarantee economical stores management. Contributory to the perform of receipt and review of products Jessop and Morrison (1994), agree that product equipped to AN organization should be properly looked once. Normally, a sure method of stores recording is followed, that in its natural course forms the basis of stores accounting system. Saleemi (2007), argues that acceptable common place records and documents ought to be used for receipts and review of products.

Before product area unit is withdrawn from storage, there should be some authority for the dealings. This can be as a result of according to Jessop and Morrison (1994), things in stock represent cash and thus ought to not be illegal, are improperly used. Storekeepers ought to have full details of the name, designation and specimen signatures of all persons authorized to approve issue notes. Further, issue documents ought to contain the description and stores code range entered by the user UN agency prepares the document within the 1st place, Carter and value (1993)

According to Carter and value (1993), specialized management documents are developed to modify the difficulty of stock to be with success monitored and controlled. It's necessary to confirm that each one stock records area unit updated which a correct image of the full stock scenario may be maintained to confirm comfortable provides of all materials. Stock management as delineated by Jessop and Morrison (1994), is that the operation of ceaselessly composing flows of materials in order that stock balances area unit adequate support this rate of consumption, with due relevancy economy. Stock management documentation thus is that the capture of information relating to stock balances, dues in, dues out, consumption record, forecast demand, lead-time and economic order quantities (EOQ).

According to Jessop and Morrison (1994), stock records area unit necessary once estimating future consumption as a result of past performance acts as a guide. The authors more say that the fundamental technique of dominant stock by amount is by means that of fixing, for every goods, stock levels that area unit recorded within the stock record system and later on used as a method of indicating once some action is critical.

Carter and value (1993), argue that stock records and management area unit 2 sections of stores management that ought to work terribly closely along as a result of stock records give applied math data.

These area unit the necessary equipments and letter paper needed for the economical operating of a stores organization within the space of recording and maintenance of information concerning the movement of common user things in and out of doors of the organization.

The GOK provides manual (2010), states that provides documents ought to be unbroken in a very secure place wherever solely the approved workers will access them. This in impact means that lockable filing cupboards and desks with drawers ought to be provided to the workers in charge of stock records thus that stock records will be shielded from mud, direct daylight and moistness by provision of acceptable facilities.

Stock records cards and forms ought to be obtainable at all times to replace the completed ones. This can stop a scenario wherever stock recording will be done on normal papers that will simply be misplaced. Stock record forms ought to be of the right style otherwise knowledge within the forms may be marked-up. There a lot of copies of the document area unit wished, the diluent the paper should be if carbon or similar repeating technique is employed, Baily (1979).

Appropriate calculators area unit needed by the stock recording workers in order that errors in arithmetic aren't created on stock records if the worker has got to use their capacity. Baily (1979), say that mistake in arithmetic is one of the common errors in stock records wherever for example a balance of 210 will be shown once deducting a problem of 520 from a balance of 710.

2.2.4 Store Conditions

Store is a function of materials management in an organization. Thus it's typically found that stores functions reports to the materials manager. However in some things stores operates reports to the assembly function. The sooner variety of arrangement relies on the idea that stores at the side of alternative functions of materials management is integrated into the materials organization. This may stream line all materials management functions effectively. The opposite arrangement is leaning on

the very fact that production operate is extremely closely joined to stores and a standard command will scale back price and increase effectiveness and additionally keep material accounting outside the scope of procurement operate. Centralized stores idea is to store all things at a central place and management materials movement from this central place whereas decentralization idea is moving the fabric to the various shopper operate or on to the points of use. Centralization or Decentralization then could be a matter of convenience. However, one basic structure feature should be discovered. The complete stores setup ought to be below the unified management of 1 department with senior controller of stores guilty, so as to expeditiously win the objectives of the stores.

Store coordination includes the power to maneuver completely different components, items, materials, stocks finished merchandise swimmingly and at the same time to alternative massive stores or areas of use. (Chopra 2004) argue that the structure of SCM needs ancient separate materials functions to report back to government. Chain is important for survival on the far side the year 2000 as a result of the most effective supply chain was having a competitive advantage.

According to (Armstrong 2003) declared that offer chain management could be an idea whose primary objective is to integrate and manage the sourcing flow and management of materials employing a total systems perspective across multiple functions or stores. For the coordinative mechanisms to figure, a company ought to have common goals that it tries to accomplish through coordinative efforts, trust and commitment among the personnel from completely different useful areas.

According to Arjan (2005) action of the company's goals needs in depth cross useful coordination, which can be troublesome once useful/regional departments suppose

narrowly in terms of their own functional goals. Stores coordination type five hundredth to seventieth of the businesses organization assets and their use and operation ought to be exhausted a simpler and economical manner to bring a lot of gains to any organization. Storage of things ought to be done properly to scale back either spoilage or deterioration of the instrumentality within the store. Receiving of products or any things getting into the stores area unit alleged to be recorded at any time in order that the particular standing of the stock will simply be established. Once products are inspected and also the quality verified, the quantities ordered ought to be checked properly against the documents provided.

The items area unit then recorded within the store. Ledger info technology has offered a decent and easier method of recording things that enter into the shop. Scan codes is used at issue of the things. This has reduced mistakes done by officers once exploitation manual systems. Consistent with stores coordination module assist within the filling of stock levels by providing information concerning counseled qualities to be ordered “if stores isn't managed properly, overstocking is done that result in tons of company revenue being command available whereas it is used. With a correct processed system, the reorder levels are established and also the pc signals once the danger stage is reached to avoid stock out.

Government keeps stocks in the slightest degree their regional stores and it's vital that stores area unit managed properly and records unbroken properly for potency in their operations. Centralization of all activities at the regional levels area unit coordinated from the middle. Through centralized computing system, the headquarters will monitor all the activities at the regional level. While not a decent processed system, it's troublesome to coordinate and meet the complete material demand at the regional levels. Info technology, through the employment of internets, provides sensible

operating and economical system to permits of these operations and coordination. Regional workplaces will convey their request to the top office through electronic mails or voice mails for fast response and manage a decent internal control system.

According to Shaw (2004), the aim of store coordination is to create positive that things required for the business area unit at the correct place at the correct time and within the right condition. Issuing: A processed system offers the most effective thanks to issue and typically, in some organization once product don't have the system, it provides an album for security proposes the products that area unit issued deduct mechanically from the stock within the store feat up to now stock at any given time if properly managed. Rogers John Barleycorn states that variety of applications need the organization to be as up to now because the last group action related to it.

Through a processed system the central offices will recognize the stock standing at the regional level and build applicable recommendation on response before stock out score is seasoned. A well developed and managed system brings potency and effectiveness within the whole operational each at the regional and also the Head workplace level. Standards area unit a document that stipulates or suggest minimum levels of performance and quality of products and services and nonobligatory conditions for operations during a given surroundings. Standards could also be distinguished consistent with their subject material, purpose and vary of applications. Subject material could relate to a neighborhood of economic activity, like engineering and things utilized in the sector. (Joachim 2004).

According to Armstrong (2001), purpose matter could relate to dimensions, performance needs and environmental needs. Vary of applications this relates to the domain during which a selected commonplace is applicable standards and

specifications is utilized in conjunction. Processes ought to run job descriptions, instructions and behavioral norms for seamless, economical flows of merchandise, services, information and finances additionally to those inside a selected useful space. Provide chain operate reciprocally ought to provide material common place of all incoming consignment since once dispatching, they encounter the shoppers and user departments face to face.

In business, the idea of standardization is applied in either industrial or social control standardization. Industrial standardization is outlined because the method of building agreement on uniform identification for definite characteristics of style, quality, quantity, service and performance. Social control standardization deals with such things as operative practices, procedures and systems. Today, standardization has become some way of making competitive advantage through mass customization. In business wants there are three basic sorts of material standards, international standards, business or national standards and company standards.

According to Joseph Joachim (2004), if a designer or user cannot adapt a national or international common place for his or her purpose, the second alternative is to use a corporation common place. The necessity for material standards is key by eliminating technical trade barriers, international material standards facilitates inflated international trade and prosperity. Confuting environmental laws across national borders have long been a haul for international provide management. Standardization is each a philosophy and a collection of guideline that represent the muse of endlessly rising the organization standardization is that the application of quantitative and human resources to enhance the fabric services equipped to a company, all the method within the organization and also the degree to that the requirements of the client area unit met however and within the future.

Standardization integrates basic management techniques, existing enhancements efforts and technical tools below a disciplined approach targeted on continuous improvement. Standardization advantages a company during a range of ways; it permits production, permits customization, improves provide coordination, improves quality, permits simplification, permits delayed differentiation and as a results of several of the opposite advantages, lowers inventories. The employment of standards permits a company to get few things, larger quantities and at lower costs. This fewer things area unit processed and equipped. This reduces provide management, receiving of products, scrutiny and payment price. Stocking fewer things makes dominant inventories easier and fewer expensive. The employment of standardized approved things drastically reduces the amount of detects in incoming materials. Consequently, the acquisition of standardized materials reduces total price in four ways; lower costs, lower process price, lower inventory carrying prices and fewer quality issues.

According to Leon (1999) provide management department occupies a put attentiveness within the method. Solely in provide management area unit duplicate request as for identical (or nearly identical) materials, overlapping requests and special get requests from all departments visible thus, no program for standardization is optimally winning unless provide management is allotted a serious role within the program. Standardization plays a vital role within the right quality and also the right price. Standardization additionally assists in breakdown the look conflicts that exist between producing, promoting and provide management. Most companies don't absolutely appreciate the ideas embraced in standardization and its corollary, simplification.

2.3 Summary and Research Gaps

More than a decade currently, there has been uproar over the increase and fall of the inventory management publicly sector (Silver, 2011). Further, this author argues that internal control coming up with, keeping inventory track, procurable and inventory management strategy square measure vital keys in inventory management however studies during this space square measure inadequate. Further, they elude that important amendment within the internal control coming up with methods in inventory management, is quickly dynamical nonetheless the arena isn't upgrading to go with the changes to strategically be able to be ready to integrate with the suppliers and different sector. Further, existing literature faces monumental problems, omitted variable bias, and had difficulties accurately.

The study discerned that the role of inventory management is maintaining production, price management, reduced loss, and continuous provide. But the study didn't make a case for however inventory management strategy affects organization performance and thence additional studies square measure needed to explore the influence of inventory management on organization performance. However, the study role player abundant stress on the impact of inventory management on performance of African nation Seed Company in Kitale, African nation however didn't explore the key factors that influence realization of accumulated potency publicly sector.

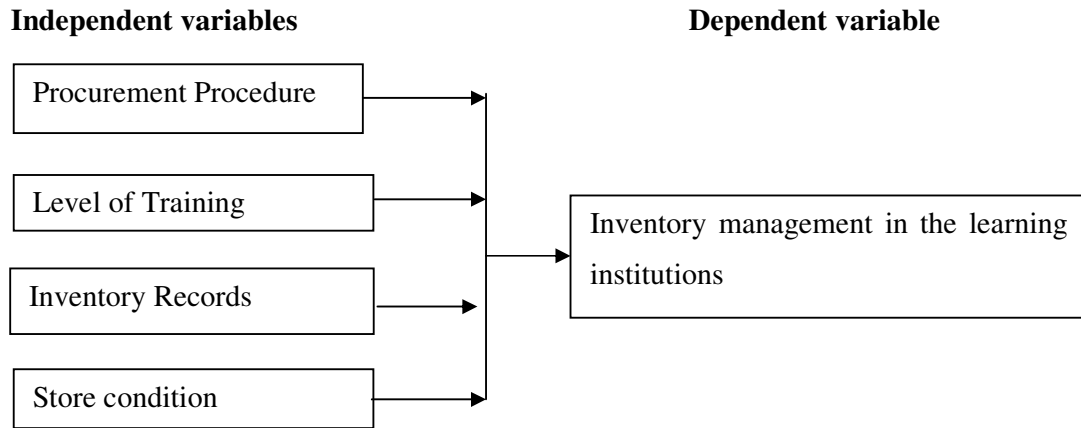
Silver, (2001), conducted a study on the connection between information technology and workers coaching in inventory management. The study discerned that there's little question that a lot of establishments have embraced inventory management to increase potency and cut back price. The study narrowed its analysis undertakings on reduced loss and thus didn't establish however technology adaption influences realization of accumulated potency publicly sector (Subramani, 2004).

Various studies square measure reviewed antecedently haven't adequately indicated extensively the role compete by inventory management publicly sector in African nation. Most of those previous studies square measure restricted to tiny and medium enterprises in African nation. These previous studies haven't indicated the importance of internal control coming up with, keeping inventory track, procurable and inventory management strategy publicly sector in African nation. Further, Toomey, (2010) conducted a survey on procurable in SMES generally however failed to extensively discuss its effects on public sector establishments. Inventory management has adversely affected the general public sector in African nation and contributed to poor operations performance as indicated by (Waters, 2013). There's so nice have to be compelled to investigate additional to urge an answer.

One may expect the on the face of it infinite inventory theories connected analysis to be a key resource for managers seeking to achieve a competitive advantage through stores management. However, some have advised that managers World Health Organization address inventory theory analysis could realize it to be of very little significance (Krautter,2009) or that it's very little to supply in terms of enhancing stores practices (Wagner, 2002). This has junction rectifier to continued existence of a niche between inventory theory and follow (Lenard and Roy, 2005). Whereas the numerous solutions offered to bridge this gap represent valuable analysis, input from practitioners is perceptibly absent (Patton and author, 2000). Therefore, AN by trial and error derived agenda based on practitioner-identified problems, is required (Vigoroso, 2005). There's no study that are comprehensively been done on factors moving inventory management within the public learning establishments, specially at Langata faculty and thence this study will fill these gaps.

2.4 Conceptual Framework

Figure 2.1 Conceptual framework



Source; Author (2018)

2.4.1 Procurement Procedure

Procurement process can be defined as a process to acquire and receive goods and services in the public learning institutions. Procurement processes prepare and process demand as well as the end receipt and approval of payment.

2.4.2 Level of Training

training as „A planned method to modify attitudes, data or talent behavior through learning expertise to come through effective performance in an activity or vary of activities. Its purpose in the work scenario is to develop the talents of the individual and to satisfy the current and future human resource desires of the organization” The authors additional say that staff is also trained internally on the work or outwardly in a very faculty providing totally different courses.

2.4.3 Inventory Records

Stock record system is the means of capturing and storing data and a facility for the analysis and use of this information therefore that the operation of the stores operate and therefore the management of stock are often performed in an economical manner.

2.4.4 Store Condition

Store coordination is the essential materials that should be reinforced to ensure smooth operation of procurement functions. Proper stores coordination is vital in that it was help to reduce lead times and any logistical problems. Stores coordination should improve the receiving of goods in the clearing and forwarding departments.

2.5 Operationization of variables

Table 2.1 Operational definition of variable

Variable	Indicators	Measurement
Procurement Procedure	tendering process	Use of five point scale in section B of the Questionnaire
Level Of Training	Work Experience Level of education Skills	Use of five point scale in section C of the Questionnaire
Inventory Records	Accurate Timely Updated	Use of five point scale in section D of the Questionnaire
Store Condition	Properly spaced Ventilated	Use of five point scale in section E of the Questionnaire
inventory management	Enough Inventory, Value for money	Use of five point scale in section F of the Questionnaire

2.6. Chapter summary

This chapter discusses the Literature review with theories associated to inventory management, empirical literature review with examination of others studies on the inventory management among learning institutions in Kenya. The summary and gaps between literature and empirical that need to be filled by the current study, the conceptual frame work with demonstration of independent and dependent variables. It also states about operationalization of variables by a brief clarification of how they are defined and measured.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.1 Introduction

This chapter presented the methodology used in the study. It discussed methods used to gather information relevant to the hypothesis, which guides this study. It also discuss aspects such as research design, target population, sampling design and sample size, data collection methods and procedure of data analysis employed in the study.

3.2 Research Design

Research design is the plan and shape of research so conceived as to attain answers to analyze questions. The plan is the general scheme or application of the studies. Descriptive research design became hired in this look at, as according to Kombo and Tramp (2006), descriptive research design is an intense sort of subjective examination and includes a watchful and finish belief of a social unit being a man or family.

This research layout is fundamental in mild of the truth that the researcher has no impact over the variable and may record what has passed off and what's taking place and use research instruments like surveys. Drawing in research setup is furthermore high-quality in mild of the reality that it limits biasness and saves time.

3.2 Target Population

Kombo and Tramp (2006) characterizes target population as all inclusive arrangement of the investigation of all individuals from genuine or speculative arrangement of individuals, occasions or protests which a researcher wishes to sum up the outcomes and make references. The investigation targeted a population of thirty three (33) representatives working at Langata Boys school .

Table 3.1 Target Population

Category	Target Population	Percentage
Management	3	1
Supervisors	7	3
Support staff	13	96
Total	33	100

Source: Langata Boys school, (2018)

3.3 Sample and Sampling Technique

According to Kothari, (2005) a census is a look at of every unit, each person or the whole thing, in a population. It's far referred to as a whole enumeration, which means that a whole count number. A census is often construed as the alternative of a sample as its purpose is to remember all and sundry in a populace instead of a fraction. This is the most effective manner to make sure that everybody has been included as otherwise those not responding would now not be accompanied up on and people might be overlooked. (Mugenda and Mugenda, 2003) states that a pattern of 20% is considered representative for a populace less 500. So if the population is much less or identical to 20% it is appropriate to perform census study. Census was used due to the fact the organization is small to be sampled and the researcher will need every member of the goal population to have an identical danger of participating within the observe.

3.4 Instruments

The study used primary data which target the employees of the organization and its management under study. The questionnaires were completed by key decision makers involved in the human resource management. Bee, (2002) notes that use of questionnaire ensured that confidentiality is upheld, saves on time, it is very easy to administer. The questionnaires included organized and unstructured inquiries and was directed through drop and pick strategy to respondents who are the representatives of the firm. The organized inquiries was utilized as a part of a push to save time and cash and in addition to encourage in less demanding examination as they are in quick usable frame; while the unstructured inquiries was utilized in order to urge the respondent to surrender inside and out and felt reaction without feeling kept down in uncovering of any data.

3.5 Pilot Study

Piloting is done to test the validity and reliability of the instruments. Validity demonstrated how much the instrument measures develop under scrutiny (Mugenda&Mugenda2012). Validity was accomplished by the help of master sentiment who was the administrator. The instruments were utilized to distinguish and change any equivocal, ungainly, or hostile inquiries and system as accentuated by (KIM, 2009). Reliability then again alludes to a measure of how much research instruments yield predictable outcomes (Mugenda & Mugenda, 2012). In this examination, reliability was scolded by pre-testing the questionnaire with a choice from non-respondent. The discoveries of the pilot study won't be incorporated into the last findings.

3.6 Data Collection Procedure

The researcher administered the research instruments individually to the staff upon authority. While exercising care and control to ensure all questionnaires to be issued to the respondents are received, the researcher will maintain a register of questionnaires, which was administered and those which was received. KIM (2009) goes further to say that piloting is important as it helps the researcher to identify misunderstanding ambiguities and useless or inadequate items. Therefore, the researcher will get rid of unclear items on the research instrument for the final study.

3.7 Data Analysis and Presentation

Monette, Sullivan, and DeJong, (2013) defines data analysis as the process of systematically searching and arranging field findings for presentation. The researcher used both descriptive and Pearson's correlation inferential statistics. Statistical Package of Social Sciences (SPSS) software was used to analyze qualitative

data where tables with frequencies and percentages was generated and critical analysis and description of the outcome made accordingly. It involved working with data, coding data, organizing, breaking into manageable units, synthesizing, searching for patterns, discovering what's important and deciding what to tell others.

Data analysis deals with the method of data secret writing, information entry and analysis so as to create interpretation potential. Information analysis deals with the statistics to be accustomed analyze information, that is, the organization, interpretation and presentation of collected information (Oson and Onen, 2015). The study generated each qualitative and quantitative information.

Quantitative information was coded and entered into applied mathematics Package for Social Sciences (SPSS) and analyzed exploitation descriptive statistics. Descriptive statistics involves use of absolute and relative (percentages), frequencies, measures of central tendency and dispersion (mean and variance respectively). Qualitative information was scan and classified into distinct themes as showed by the responses of the respondents. Responses with common themes or patterns were classified along into coherent classes.

3.8 Ethical Considerations

The research was voluntary and none of the respondent was forced to take part in the research however the researcher took time to explain to the respondents the importance of this research and any participation was highly appreciated.

All data that was collected in the organization was only used for education purpose and no information was reproduced without the consent of the organization and the researcher.

The respondents were assured that the information they share was confidential and all respondents will not be allowed to give their personal details and all information was coded.

A “strictly anonymous” examine design is one in which it's far impossible to trace statistics or data back to the research issue from whom it became received. In different phrases, the records can't be diagnosed to any specific research participant, not even by way of the researcher. The research will do a complete separation, the observe design to be involved within the introduction of a code linking the subject's identification to a pseudonym, as it identity of the difficulty may be traced to the records, written consent shape became accumulated, and this consent shape needs to be separated from the statistics that the challenge will offer.

Confidentiality of the data to be gathered through the questionnaires and anonymity of the respondents was guaranteed. The respondents were required to compose their names on the questionnaires. The secondary data gathered from outer sources will not be modified, kept confidential and was utilized with the end goal of this examination only. The respondent consent will look for and they were compelled to respond to the questions on the off chance that they were not willing to do as such.

Before conducting the research, the researcher will do a pre visit to the organization and seek information from the organization management. The researcher involved the management on the extent and what information the researchers seek.

3.9 Chapter Summary

This research methodology chapter provides a research methodology; research, target population, sample and sampling technique, instruments, pilot study, data collection procedure, data analysis and presentation, ethical considerations and chapter summary.

CHAPTER FOUR

RESEARCH FINDINGS AND DISCUSSION

4.0 Introduction

This chapter presents results and discussions of the study from the data collected from the questionnaires through frequency tables, percentages and graphs with clear interpretation of each finding on the factors influencing inventory management in the learning institutions in Kenya.

4.1 Presentation of Findings

The following constituted the presentations of findings based on the background information of respondents and the objectives of the study.

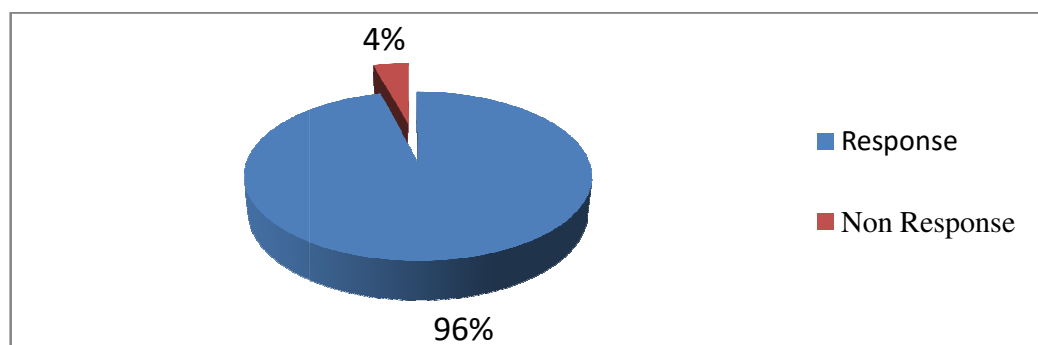
4.1.1 Response Rate

Table 4.1 Response Rate

Category	Frequency	Percentage
Response	31	96
Non Response	2	4
Total	33	100

Source: Author (2018)

Figure 4.1 Response Rate



The findings showed demonstrated that out of 33 questionnaires disseminated to the respondents, an aggregate of 96% of the questionnaires were returned while 4% of questionnaires were not returned. The discoveries of the investigation demonstrate that the examination was very much reacted to passing by the number, 31 of questionnaires that were returned. As per Mugenda and Mugenda (2008), a reaction

rate of half is sufficient for analysis and announcing; a rate of 60% is great and a reaction rate of 70% and over is astounding. In view of the declaration, the reaction rate of 76% was viewed as great for this study.

4.1.2 Gender of the Respondents

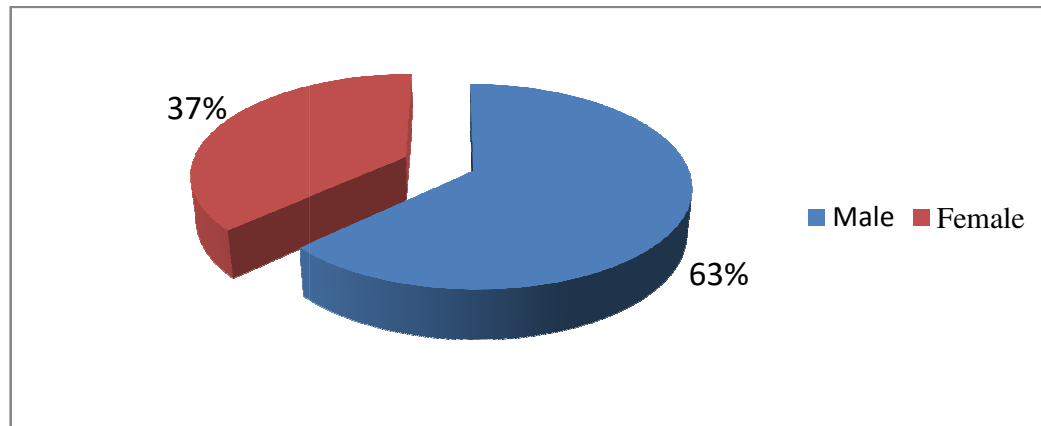
The study sought to establish the gender of the respondents and the response was as presented;

Table 4.2 Gender of the Respondents

Category	Frequency	Percent
Male	20	63
Female	11	37
Total	31	100.0

Source: Author (2018)

Figure 4.2 Gender of the Respondents



Source: Author (2018)

The presentation shown on table 4.2 and figure 4.2 was about establishing the gender responses. It was established that 63% of the respondents were male while 37% of the total respondents were female. The findings of the study show demonstrate that the greater part of the respondents were male.

4.1.3 Highest Education Level

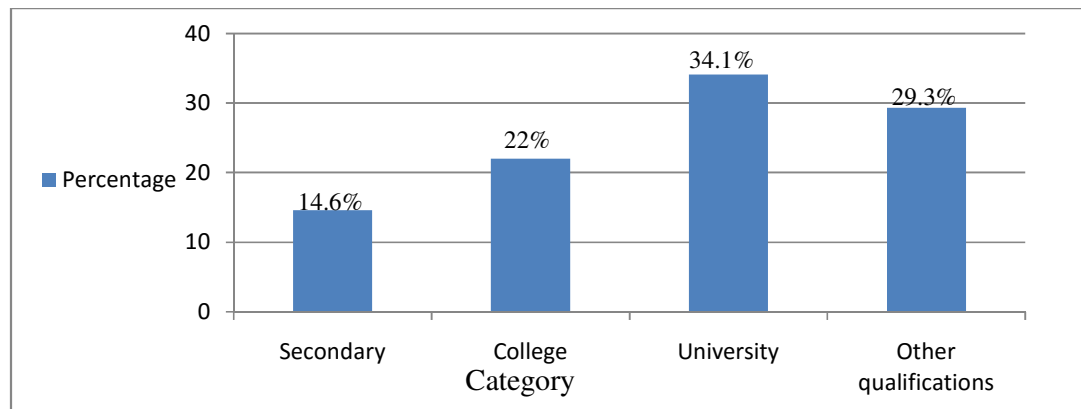
The study sought to establish the highest education level of the respondents and the response was as presented;

Table 4.3 Highest Education Level

Category	Frequency	Percent
Secondary	4	14.6
College	7	22
University	11	34.1
Other qualifications	9	29.3
Total	31	100.0

Source: Author (2018)

Figure 4.3 Highest Education Level of the Respondents



Source: Author (2018)

Table 4.3 and figure 4.3 shows that 14.6% of respondents had secondary education, 22% of the respondents had college certificates in various fields while 34.1% had university degree and 29.3% other qualifications. The findings of the study show that most of the respondents had university level of education.

4.1.4 Work Experience

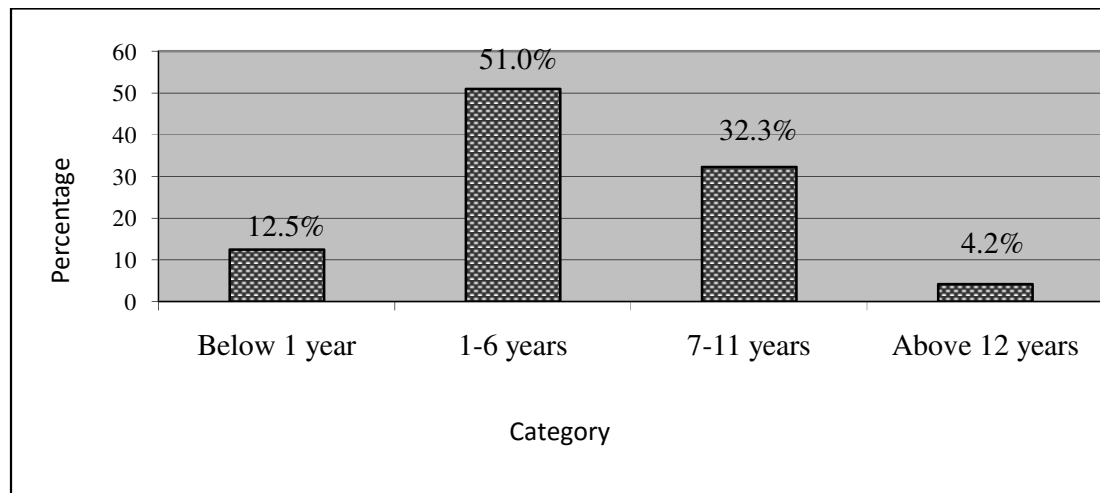
The study sought to establish the work experience of the respondents and the response was as follows.

Table 4.4 Work Experience

Category	Frequency	Percent
Below 1 year	4	12.5
1-6 years	16	51.0
7-11 years	10	32.3
Above 12 years	1	4.2
Total	31	100.0

Source: Author (2018)

Figure 4.4 Work Experience



Source: Author (2018)

The study shown sought to find out the work experience of respondents, this was to assist in finding out the level of experience in harnessing customer loyalty. The results established that majority 51.0% of respondents had worked for a period between 1-6 years while 32.3% had a working experience of 7-11 years, whereas 12.5% had a working experience of below 1 year and least respondents being 4.2% had a working experience of above 12 years.

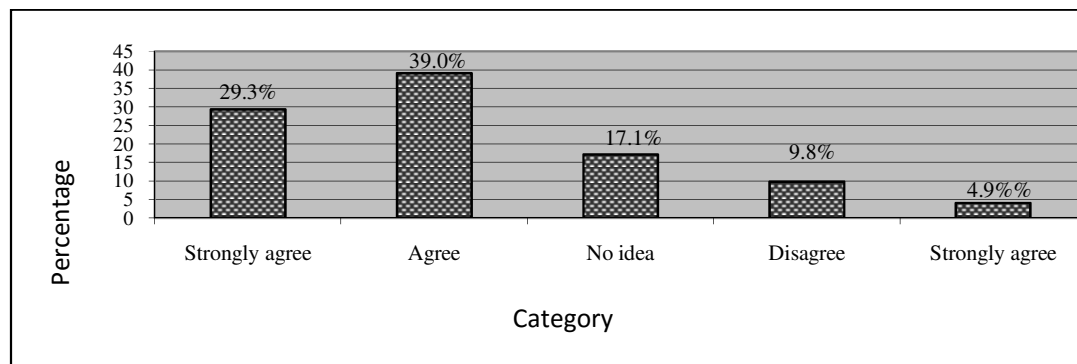
4.1.4 Effect of Procurement Procedure

Table 4.5 Procurement processes prepare and process demand as well as the end receipt and approval of payment

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	9	29.3	29.3	29.3
Agree	12	39.0	39.0	68.3
No Idea	5	17.1	17.1	85.4
Disagree	3	9.8	9.8	95.1
Strongly Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.5 Procurement processes prepare and process demand as well as the end receipt and approval of payment



Source: Author (2018)

The finding of the study shows that 29.3% of the respondents strongly agreed that Procurement processes prepare and process demand as well as the end receipt and approval of payment, 39% of the respondents agreed as 17.1% of the respondents had no idea while 9.8% of the respondents disagreed to the statement whereas 4.9% strongly disagreed. Majority of respondents who agreed therefore confirmed that Procurement processes prepare and process demand as well as the end receipt and

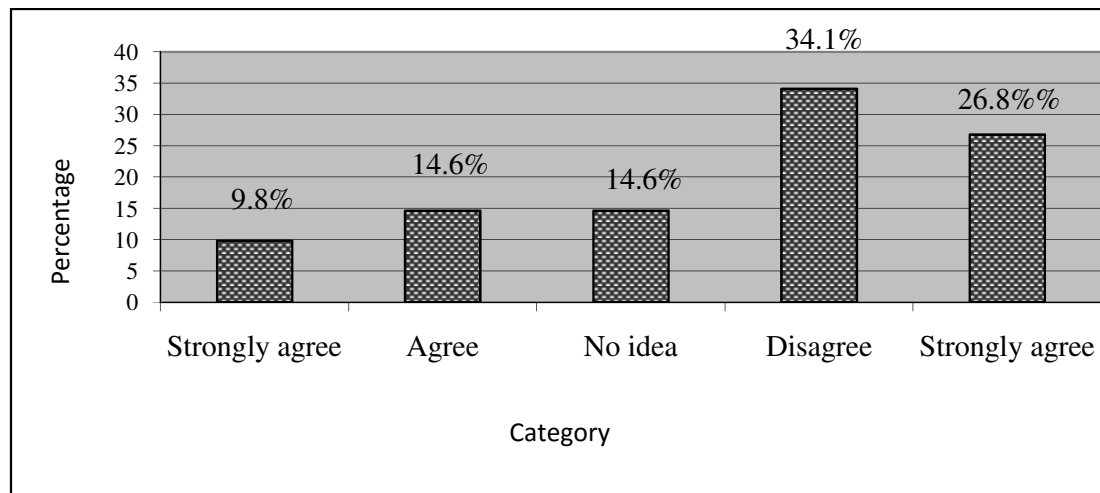
approval of payment. The study implied that this organization the Procurement processes are enhances the inventory management practices at the learning institution

Table 4.6 The use of technology systems by incompetent practitioners is what makes intricate procurement

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	2	9.8	9.8	9.8
Agree	5	14.6	14.6	24.4
No Idea	5	14.6	14.6	39.0
Disagree	11	34.1	34.1	73.2
Strongly Disagree	8	26.8	26.8	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.6 The use of technology systems by incompetent practitioners is what makes intricate procurement



Source: Author (2018)

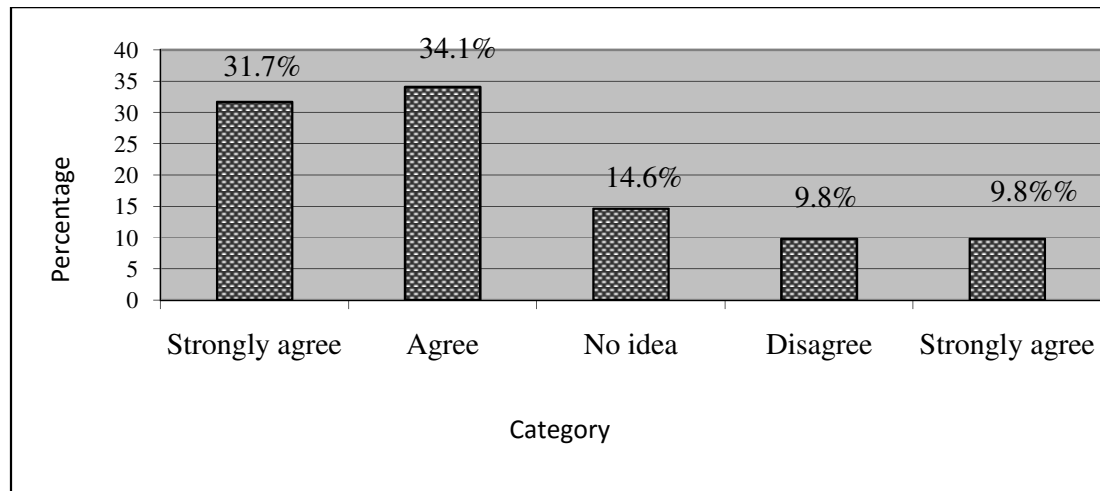
The finding of the study showed that 9.8% of the respondents strongly agreed to the idea that the use of technology systems by incompetent practitioners is what makes intricate procurement, 14.6% of the respondents agreed, 14.6% of the respondents had no idea, 34.1% of the disagreed while 26.8% strongly disagreed to the statement. The study findings from the majority of respondents who disagreed confirmed the use of technology systems by competent practitioners is what makes intricate procurement. Based on this assertion, the study implied that it the use of technology systems by incompetent practitioners is not what makes intricate procurement

Table 4.7 There is a strong relationship between procurement and inventory control

Category	Frequency	Percent	Valid	Cumulative
			Percent	Percent
Strongly Agree	13	31.7	31.7	31.7
Agree	14	34.1	34.1	65.9
No Idea	6	14.6	14.6	80.5
Disagree	4	9.8	9.8	90.2
Strongly Disagree	4	9.8	9.8	100.0
Total	31	100.0	100.0	

Source: Author (2017)

Figure 4.7 There is a strong relationship between procurement and inventory control



Source: Author (2018)

The finding of the study shows that 31.7% of the respondents strongly agreed that there is a strong relationship between procurement and inventory control, 34.1% of the respondents agreed, 14.6% of the respondents had no idea as 9.8% of the respondents disagreed whereas 9.8% strongly disagreed. The analysis revealed that there is a strong relationship between procurement and inventory control. This

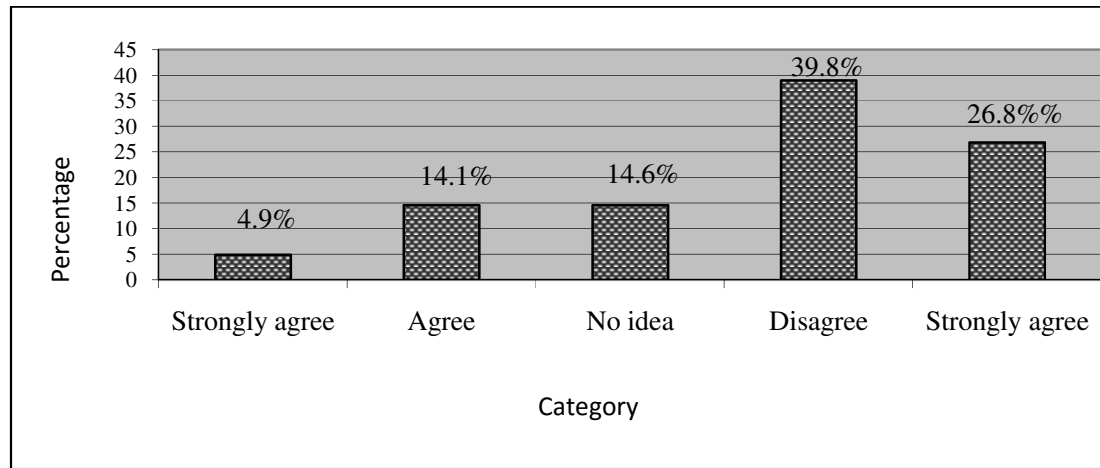
research findings concurs with Jovanovic and Benkovic (2012) report that public learning institution procurement is a factor which is causing problems on inventory control. One such problem includes errors and fraudulence by responsible practitioners.

Table 4.8 A tender is a process where the owner invites a quote for the inventory to be delivered

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	2	4.9	4.9	4.9
Agree	6	14.6	14.6	19.5
No Idea	6	14.6	14.6	34.1
Disagree	16	39.0	39.0	73.2
Strongly Disagree	11	26.8	26.8	100.0
Total	31	100.0	100.0	

Source: Author (2017)

Figure 4.8 A tender is a process where the owner invites a quote for the inventory to be delivered



Source: Author (2018)

The finding of the study shows that 4.9% of the respondents strongly agreed that a tender is a process where the owner invites a quote for the inventory to be delivered, 14.6% of the respondents agreed as 14.6% of the respondents had no idea another 39% disagreed while another 26.8% strongly disagreed. The study found that majority of respondents disagreed that a tender is a process where the owner invites a quote for the inventory to be delivered. This research findings concurs with Atkinson and Sapat

(2012), that stated a tender is a process where the owner invites a quote for the inventory to be delivered, based on complete plans and specifications. Tenders are given out via procurement, but omissions like failure to identify accurate inventory to be supplied are the symptoms of tenders not being accurate when capturing requests for quotations or evaluating approved projects of suppliers.

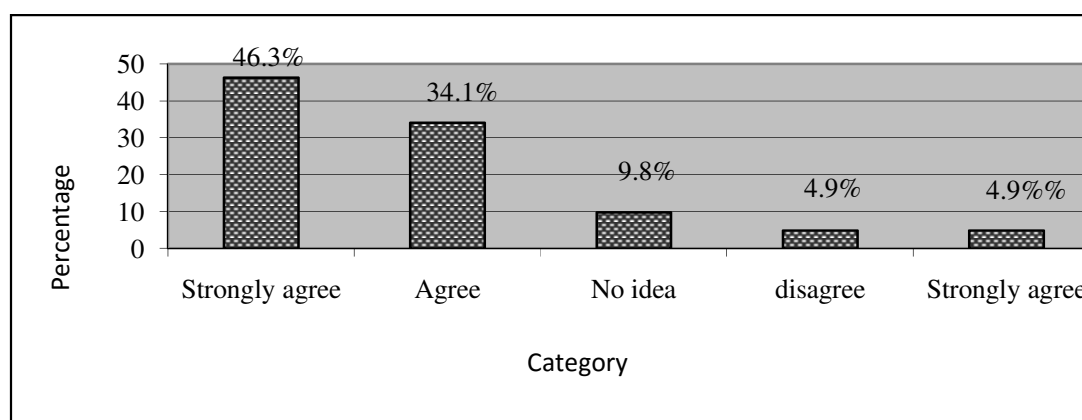
4.1.5 Level of Training

Table 4.10 Supplies personnel assist in achievement of school objective by the application of proper stores accounting

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	19	46.3	46.3	46.3
Agree	14	34.1	34.1	80.5
No Idea	4	9.8	9.8	90.2
Disagree	2	4.9	4.9	95.1
Strongly Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.10 Supplies personnel assist in achievement of school objective by the application of proper stores accounting



Source: Author (2018)

The finding of the study shows that 46.3% of the respondents strongly agreed that supplies personnel assist in achievement of school objective by the application of proper stores accounting while 34.1% of the respondents agreed whereas 9.8% of the respondents had no idea as a total of 4.9% of the respondents disagreed and lastly

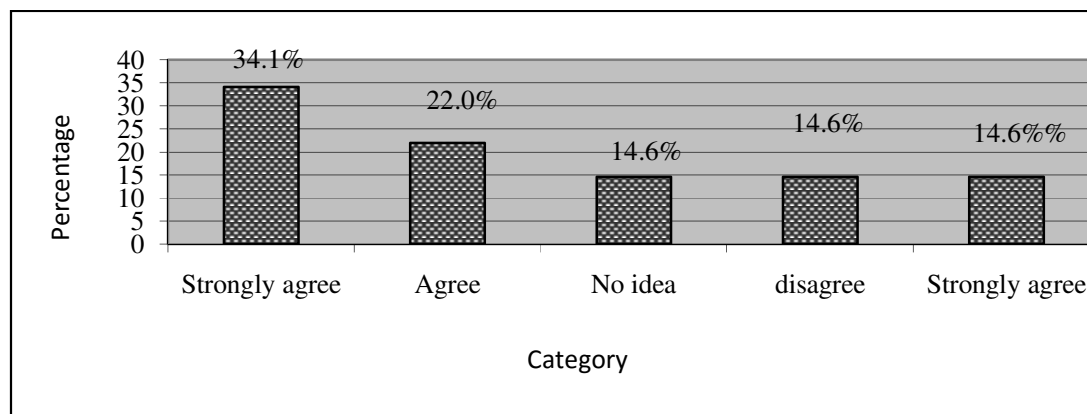
4.9% strongly disagreed about the idea. The analysis confirmed based on the majority of respondents who confirmed that supplies personnel assist in achievement of school objective by the application of proper stores accounting.

Table 4.11 Procurement professionals need a set of flexible skills due to changing inventory management

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	14	34.1	34.1	34.1
Agree	9	22.0	22.0	56.1
No Idea	6	14.6	14.6	70.7
Disagree	6	14.6	14.6	85.4
Strongly Disagree	6	14.6	14.6	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.11 Procurement professionals need a set of flexible skills due to changing inventory management



Source: Author (2018)

The finding of the study shows that 34.1% of the respondents strongly in agreement that procurement professional's want a collection of versatile skills thanks to dynamic inventory management, six percent of the respondents disagreed and another 14.6% powerfully disagreed. The study confirmed supported the bulk of respondents United Nations agency powerfully in agreement that procurement professional's want a collection of versatile skills thanks to dynamic inventory management. And therefore the analysis findings concurs with Baily and Farmer (1980), that declared for the

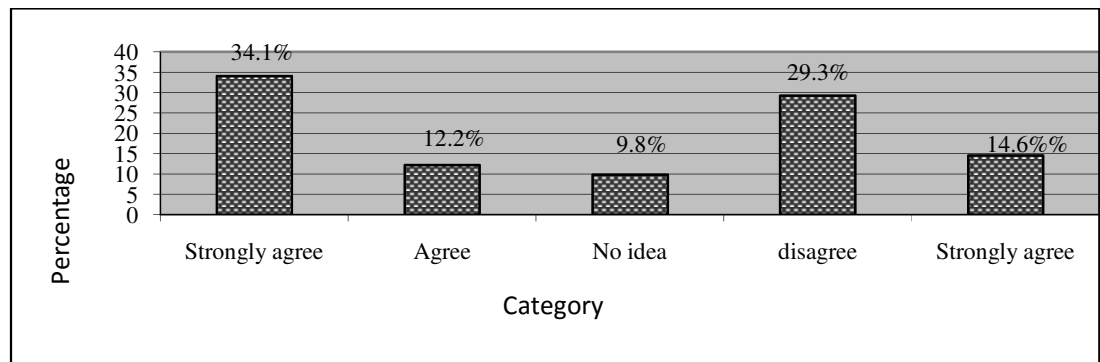
provision operate to attain a superior provide performance, it's necessary to recruit, train and develop personnel with the capability and motivation to try and do higher work. It's finally assumed that if the higher than is finished every individual person was able to handle and discharge in a very skilled manner the task or responsibility placed on him.

Table 4.12 Training need is any shortfall in an organization employee's inventory management in the learning institutions

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	14	34.1	34.1	34.1
Agree	5	12.2	12.2	46.3
No Idea	4	9.8	9.8	56.1
Disagree	12	29.3	29.3	85.4
Strongly Disagree	6	14.6	14.6	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.12 Training need is any shortfall in an organization employee's inventory management in the learning institutions



Source: Author (2018)

The finding of the study shows that 34.1% of the respondents strongly agreed that training need is any shortfall in an organization employee's inventory management in the learning institutions, 12.2% of the respondents agreed whereas 9.8% of the respondents had no idea whereas 29.3% of the respondents disagreed, and 14.6%

strongly disagreed. The study confirmed from the majority of respondents that training need is any shortfall in an organization employee's inventory management in the learning institutions.

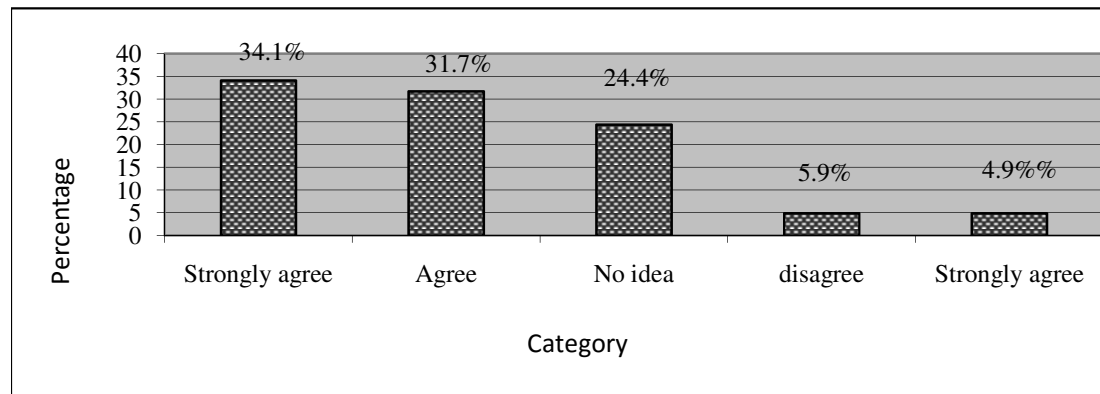
4.1.6 Inventory Records and inventory management

Table 4.14 Accuracy of inventory records is necessary to provide satisfactory customer service

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	14	34.1	34.1	34.1
Agree	13	31.7	31.7	65.9
No Idea	10	24.4	24.4	90.2
Disagree	2	4.9	4.9	95.1
Strongly Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.14 Accuracy of inventory records is necessary to provide satisfactory customer service



Source: Author (2018)

The finding of the study shows that 34.1% of the respondents strongly agreed that accuracy of inventory records is necessary to provide satisfactory customer service, 31.7% of the respondents agreed, 24.4% of the respondents had no idea to the statement whereas 4.9% of the respondents disagreed as another 4.9% strongly disagreed. According to the findings, it was strongly agreed that accuracy of inventory

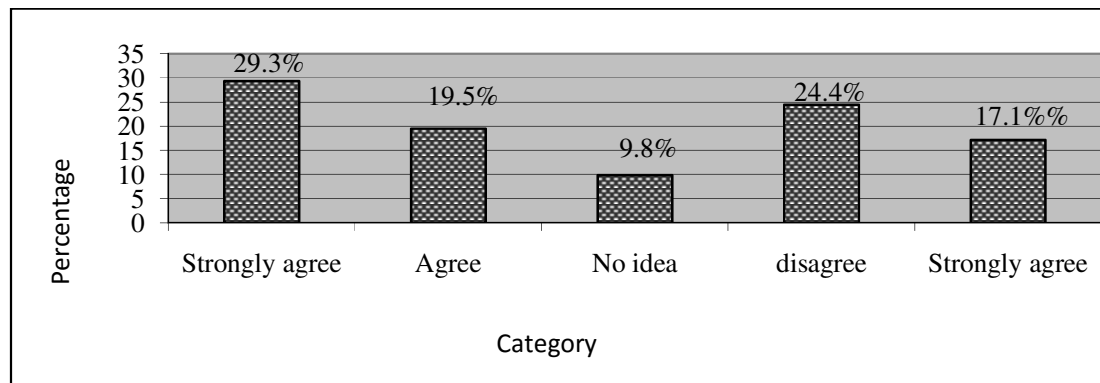
records is necessary to provide satisfactory customer service. The study findings concurs with Susan & Michael , (2000) that stated accuracy of inventory records is necessary to provide satisfactory customer service, determine replenishment of individual items; ensure that material availability meets repair or project demand, analyze inventory levels and dispose of excess inventory.

Table 4.15 Stock records provide the management with the information which is used to ensure accountability

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	12	29.3	29.3	29.3
Agree	8	19.5	19.5	48.8
No Idea	4	9.8	9.8	58.5
Disagree	10	24.4	24.4	82.9
Strongly Disagree	7	17.1	17.1	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.15 Stock records provide the management with the information which is used to ensure accountability



Source: Author (2018)

The finding of the study shows that 29.3% strongly agree that Stock records provide the management with the information which is used to ensure accountability , which potentially generates high yields on investments, 19.5% agreed as 9.8% had no

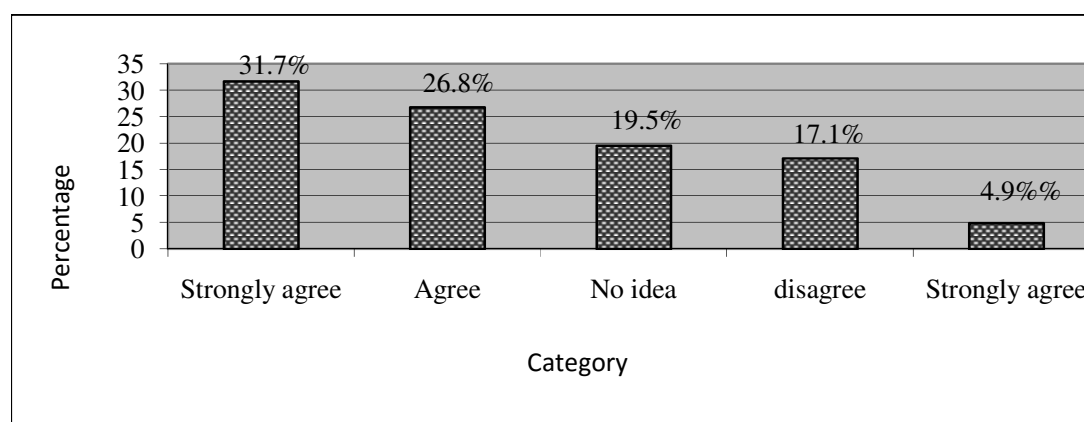
idea as 24.4% disagreed while 17.1% strongly disagreed to the idea. The analysis confirmed from the majority of respondents that Stock records provide the management with the information which is used to ensure accountability . These findings uphold Jessop and Morrison (1994), findings a stock record system is the means of capturing and storing information and a facility for the analysis and use of this information so that the operation of the stores function and the control of stock can be performed in an efficient manner.

Table 4.16 Storekeepers must verify the issue request before issuing the items

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	13	31.7	31.7	31.7
Agree	11	26.8	26.8	58.5
No Idea	8	19.5	19.5	78.0
Disagree	7	17.1	17.1	95.1
Strongly Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.16 Storekeepers must verify the issue request before issuing the items



Source: Author (2018)

The presentations constituted the findings from the study addressing whether Storekeepers must verify the issue request before issuing the items. The finding of the study shows that 31.7% of the respondents strongly agreed to the idea, 26.8% of the respondents agreed while 19.5% of the respondents had no idea as 17.1 % of the

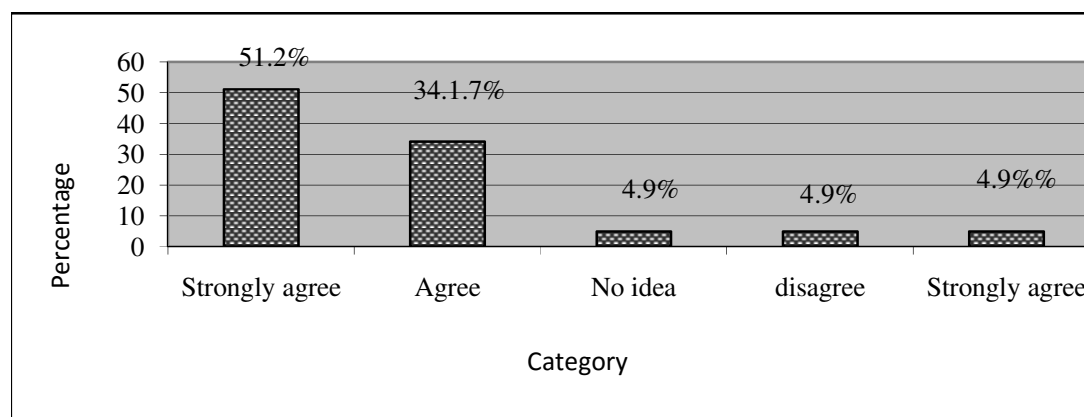
respondents disagreed and 4.9% strongly disagreed. This was a confirmation that Storekeepers must verify the issue request before issuing the items.

Table 4.17 Its important stores in schools to have a common supply language for easy identification any item in a supplies range

Category	Frequency	Percent	Valid	Cumulative Percent
			Percent	
Strongly Agree	21	51.2	51.2	51.2
Agree	14	34.1	34.1	85.4
No Idea	2	4.9	4.9	90.2
Disagree	2	4.9	4.9	95.1
Strongly Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.17 Its important stores in schools to have a common supply language for easy identification any item in a supplies range



Source: Author (2018)

The finding of the study shows that 51.2% of the respondents strongly agree that Its important stores in schools to have a common supply language for easy identification any item in a supplies range, 34.1% of the respondents agreed while 4.9% of the respondents had no idea as 4.9% of the respondents disagreed and 4.9% strongly disagreed. This was a revelation Its important stores in schools to have a common supply language for easy identification any item in a supplies range.

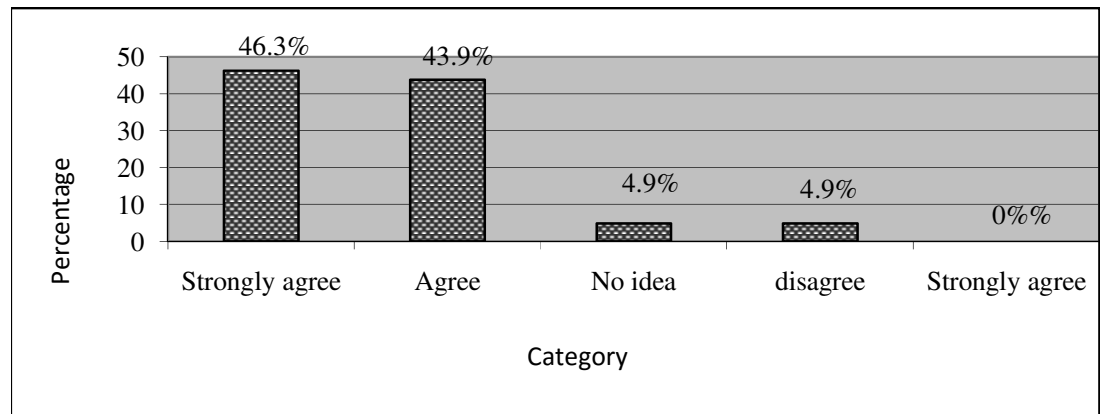
4.1.7 Store Conditions and inventory management

Table 4.18 Stores coordination form 50% to 70% of the companies organization assets

Category	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	19	46.3	46.3	46.3
Agree	18	43.9	43.9	90.2
No Idea	2	4.9	4.9	95.1
Disagree	2	4.9	4.9	100.0
Total	31	100.0	100.0	

Source: (Author 2017)

Figure 4.18 Stores coordination form 50% to 70% of the companies organization assets



Source: Author (2018)

The finding of the study shows that 46.3% of the respondents strongly agreed that Stores coordination form 50% to 70% of the companies organization assets, 43.9% of the respondents agreed, 4.9% of the respondents had no idea another 4.9% of the respondents disagreed while another 4.9% strongly disagreed. This was an indication from majority of respondents strongly agreed that Stores coordination form 50% to 70% of the companies organization assets. As a result of these findings, the study implied the structure of SCM requires traditional separate materials functions to

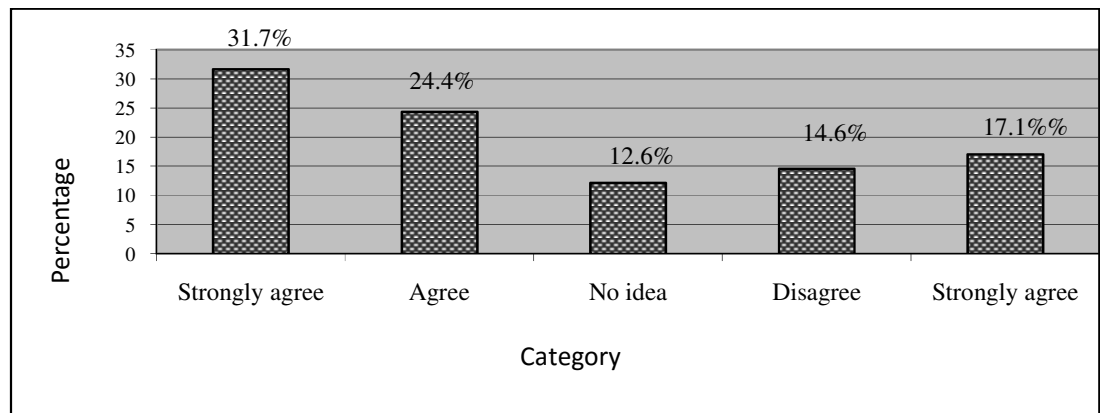
report to an executive responsible for coordinating the entire materials process as well as requiring joint relationships with supplies across multiple fires

Table 4.19 Purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition

Category	Frequency	Perce nt	Valid Percent	Cumulative Percent
Strongly Agree	13	31.7	31.7	31.7
Agree	10	24.4	24.4	56.1
No Idea	5	12.2	12.2	68.3
Disagree	6	14.6	14.6	82.9
Strongly Disagree	7	17.1	17.1	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.19 Purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition



Source: Author (2018)

The finding of the study shows that 31.7% of the respondents strongly agreed that purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition, 24.4% of the respondents agreed, 12.2% of the respondents had no idea while 14.6% disagreed as 17.1% strongly disagreed. This gave an indication that purpose of store coordination is to

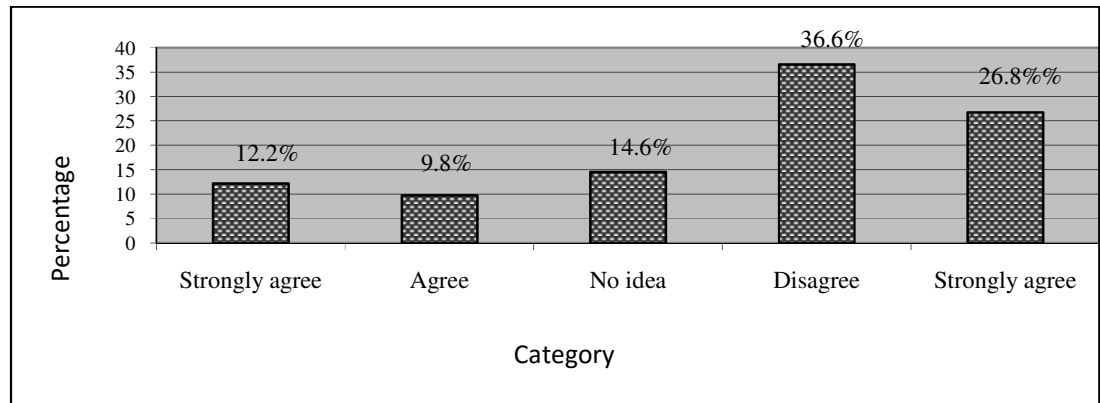
make sure that items needed for the business are at the right place at the right time and in the right condition.

Table 4.20 Standardization plays an important role in the right quality and the right value

Category	Frequency	Percent	Valid	
			Percent	Cumulative Percent
Strongly Agree	5	12.2	12.2	12.2
Agree	4	9.8	9.8	22.0
No Idea	6	14.6	14.6	36.6
Disagree	15	36.6	36.6	73.2
Strongly Disagree	11	26.8	26.8	100.0
Total	31	100.0	100.0	

Source: Author (2018)

Figure 4.20 Standardization plays an important role in the right quality and the right value



Source: Author (2018)

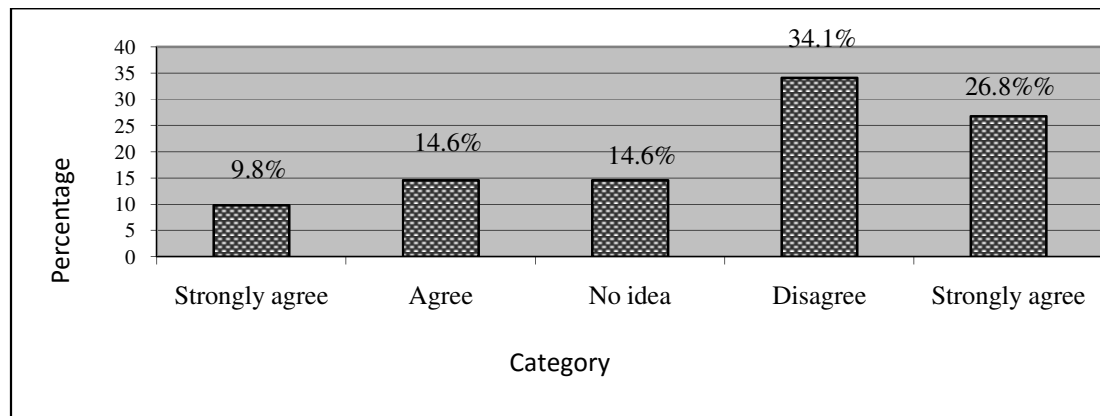
The finding of the study shows that 12.2% of the respondents strongly agreed that Standardization plays an important role in the right quality and the right value, 9.8% of the respondents agreed as 14.6% of the respondents had no idea. Another 36.6% of the respondents disagreed while 26.8% strongly disagreed. It was found that Standardization plays an important role in the right quality and the right value.

Table 4.21 The store in schools need to embrace technology so as to enhance easy identification of items in the store

Category	Frequency	Percent	Valid	Cumulative Percent
			Percent	
Strongly Agree	4	9.8	9.8	9.8
Agree	6	14.6	14.6	24.4
No Idea	6	14.6	14.6	39.0
Disagree	14	34.1	34.1	73.2
Strongly Disagree	11	26.8	26.8	100.0
	31	100.0	100.0	

Source: Author (2018)

Figure 4.21 The store in schools need to embrace technology so as to enhance easy identification of items in the store



Source: Author (2018)

The finding of the study shows that 9.8% of the respondents strongly agreed that The store in schools need to embrace technology so as to enhance easy identification of items in the store, 14.6% of the respondents agreed, 14.6% had no idea that 34.1% disagreed while 26.8% strongly disagreed to the statement. The study findings from the majority of respondents disagreed that the store in schools needs to embrace technology so as to enhance easy identification of items in the store. this research findings concurs with Arjan (2005) achievement of the company's goals requires extensive cross functional coordination, which may be difficult when functional/regional departments think narrowly in terms of their own functional goals.

4.1.7 Inventory Management in Learning Institution

Table 4.5: factors Influence Inventory Management

Statement	Strongly Disagree	Disagree	Moderate	Agree	Strongly Agree	Mean	STDV.
inventory control planning, keeping inventory track, procurement and inventory management strategy are important keys in inventory management	10	14	16	116	84	4.042	0.947
the role of inventory management is maintaining production, cost control, reduced loss, and continuous supply	9	13	18	121	79	4.033	0.947
The challenge in managing inventory is to balance the supply of inventory with demand	11	15	19	105	90	4.033	0.922

It was thus noted internal control coming up with, keeping inventory track, procurement and inventory management strategy area unit vital keys in inventory management as tried by suggests that of a median of four.042, the role of inventory management is maintaining production, value management, reduced loss, and continuous offer as tried by manner of a median of four.033, The challenge in managing inventory is to balance the provision of inventory with demand as shown through a median of four.033 These concerning Jamal (2012), remarks that Inventory management potency may be a essential management issue for many learning establishments. Supply is all concerning managing inventory, whether or not the inventory is moving or staying, whether or not it's during a raw state, in producing, or

finished merchandise.

4.2 Limitations of Study

4.2.1 Bureaucracy

Organizations have various procedures that are outlined publicly to govern movement of people to the organization and from the organization. However some procedures are usually too tedious to the dislike of visitors/researchers. This was characterized by long procedures and regulations that were expected to be followed. Despite such challenges, the researcher was adequately prepared to abide by all the regulations so that a successful research study could be carried out.

4.2.2 Inaccessibility to the Company

The researcher had initially been denied access based on the restrictive policies against external researchers and especially private research studies. This was due to the recorded history of exploring and exposing inefficiencies in various organizations. However, the researcher overcame this challenge by using an introduction letter from Management University of Africa which showed the purpose of this study so that gaining accessibility could be achieved.

4.2.3 Lack of Cooperation

The researcher still experienced challenges on lack of cooperation. Some of the staff within this organization had reluctantly declined to participate in this research in pretence of not very genuine reasons. As a result, quite a number of respondents would have failed to provide the data. However, to counter this challenge, the researcher had to assure the respondents that this study was only covering the academic goals.

4.3 Chapter Summary

This chapter was about data analysis. The chapter first introduces information about information from the respondents in terms of their gender, education and the period they had served the organization. The chapter was further categorized into quantitative analysis that revolved around discussing the objectives of the study. The chapter also addressed the limitations of the study.

CHAPTER FIVE

SUMMARY, RECOMMENDATIONS AND CONCLUSIONS

5.0 Introduction

This chapter presented a summary on findings, conclusion and recommendations. This was based on factors influencing inventory management in the learning institutions in Kenya on a case study of Langata Boys School.

5.1 Summary of Findings

5.1.1 How does procurement procedure affect inventory management in Langata Boys School?

The finding of the study shows that 29.3% of the respondents strongly agreed that Procurement processes prepare and process demand as well as the end receipt and approval of payment, 39% of the respondents agreed as 17.1% of the respondents had no idea while 9.8% of the respondents disagreed to the statement whereas 4.9% strongly disagreed. Majority of respondents who agreed therefore confirmed that Procurement processes prepare and process demand as well as the end receipt and approval of payment. The study implied that this organization the Procurement processes enhances the inventory management practices at the learning institution.

The finding of the study showed that 9.8% of the respondents strongly agreed to the idea that the use of technology systems by incompetent practitioners is what makes intricate procurement, 14.6% of the respondents agreed, 14.6% of the respondents had no idea, 34.1% of the disagreed while 26.8% strongly disagreed to the statement. The study findings from the majority of respondents who disagreed confirmed the use of technology systems by competent practitioners is what makes intricate procurement. Based on this assertion, the study implied that it the use of technology systems by incompetent practitioners is not what makes intricate procurement

The finding of the study shows that 31.7% of the respondents strongly agreed that there is a strong relationship between procurement and inventory control, 34.1% of the respondents agreed, 14.6% of the respondents had no idea as 9.8% of the respondents disagreed whereas 9.8% strongly disagreed. The analysis revealed that there is a strong relationship between procurement and inventory control. This research finding concurs with Jovanovic and Benkovic (2012) report that public learning institution procurement is a factor which is causing problems on inventory control. One such problem includes errors and fraudulence by responsible practitioners.

The finding of the study shows that 4.9% of the respondents strongly agreed that a tender is a process where the owner invites a quote for the inventory to be delivered, 14.6% of the respondents agreed as 14.6% of the respondents had no idea another 39% disagreed while another 26.8% strongly disagreed. The study found that majority of respondents disagreed that a tender is a process where the owner invites a quote for the inventory to be delivered. This research finding concurs with Atkinson and Sapat (2012) that stated a tender is a process where the owner invites a quote for the inventory to be delivered, based on complete plans and specifications. Tenders are given out via procurement, but omissions like failure to identify accurate inventory to be supplied are the symptoms of tenders not being accurate when capturing requests for quotations or evaluating approved projects of suppliers.

5.1.2 Does level of training affect inventory management at Langata Boys School?

The finding of the study shows that 46.3% of the respondents strongly agreed that supplies personnel assist in achievement of school objective by the application of proper stores accounting while 34.1% of the respondents agreed whereas 9.8% of the respondents had no idea as a total of 4.9% of the respondents disagreed and lastly 4.9% strongly disagreed about the idea. The analysis confirmed based on the majority of respondents who confirmed that supplies personnel assist in achievement of school objective by the application of proper stores accounting.

The finding of the study shows that 34.1% of the respondents strongly agreed that Procurement professional's need a set of flexible skills due to changing inventory management, 6% of the respondents disagreed and another 14.6% strongly disagreed. The study confirmed based on the majority of respondents who strongly agreed that Procurement professionals need a set of flexible skills due to changing inventory management. And the research findings concurs with Baily and Farmer (1980), that stated for the supplies function to achieve a superior supply performance, it is necessary to recruit, train and develop personnel with the capacity and motivation to do better work. It is finally assumed that if the above is done each individual person was able to handle and discharge in a professional manner the task or responsibility placed on him.

The finding of the study shows that 34.1% of the respondents strongly agreed that training need is any shortfall in an organization employee's inventory management in the learning institutions, 12.2% of the respondents agreed whereas 9.8% of the respondents had no idea whereas 29.3% of the respondents disagreed, and 14.6%

strongly disagreed. The study confirmed from the majority of respondents that training need is any shortfall in an organization employee's inventory management in the learning institutions.

5.1.3 How does stock record practice affect inventory management at Langata Boys School?

The finding of the study shows that 34.1% of the respondents strongly agreed that accuracy of inventory records is necessary to provide satisfactory customer service, 31.7% of the respondents agreed, 24.4% of the respondents had no idea to the statement whereas 4.9% of the respondents disagreed as another 4.9% strongly disagreed. According to the findings, it was strongly agreed that accuracy of inventory records is necessary to provide satisfactory customer service. The study findings concurs with Susan & Michael , (2000) that stated accuracy of inventory records is necessary to provide satisfactory customer service, determine replenishment of individual items; ensure that material availability meets repair or project demand, analyze inventory levels and dispose of excess inventory.

The finding of the study shows that 29.3% strongly agree that Stock records provide the management with the information which is used to ensure accountability , which potentially generates high yields on investments, 19.5% agreed as 9.8% had no idea as 24.4% disagreed while 17.1% strongly disagreed to the idea. The analysis confirmed from the majority of respondents that Stock records provide the management with the information which is used to ensure accountability . These findings uphold Jessop and Morrison (1994), findings a stock record system is the means of capturing and storing information and a facility for the analysis and

use of this information so that the operation of the stores function and the control of stock can be performed in an efficient manner.

The presentations constituted the findings from the study addressing whether Storekeepers must verify the issue request before issuing the items. The finding of the study shows that 31.7% of the respondents strongly agreed to the idea, 26.8% of the respondents agreed while 19.5% of the respondents had no idea as 17.1 % of the respondents disagreed and 4.9% strongly disagreed. This was a confirmation that Storekeepers must verify the issue request before issuing the items.

The finding of the study shows that 51.2% of the respondents strongly agree that Its important stores in schools to have a common supply language for easy identification any item in a supplies range, 34.1% of the respondents agreed while 4.9% of the respondents had no idea as 4.9% of the respondents disagreed and 4.9% strongly disagreed. This was a revelation Its important stores in schools to have a common supply language for easy identification any item in a supplies range.

5.1.4 To what extent do store conditions affect inventory management at Langata Boys School?

The finding of the study shows that 46.3% of the respondents strongly agreed that Stores coordination form 50% to 70% of the companies organization assets, 43.9% of the respondents agreed, 4.9% of the respondents had no idea another 4.9% of the respondents disagreed while another 4.9% strongly disagreed. This was an indication from majority of respondents strongly agreed that Stores coordination form 50% to 70% of the companies organization assets. As a result of these findings, the study implied the structure of SCM requires traditional separate materials functions to

report to an executive responsible for coordinating the entire materials process as well as requiring joint relationships with supplies across multiple fires

The finding of the study shows that 31.7% of the respondents strongly agreed that purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition, 24.4% of the respondents agreed, 12.2% of the respondents had no idea while 14.6% disagreed as 17.1% strongly disagreed. This gave an indication that purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition.

The finding of the study shows that 12.2% of the respondents strongly agreed that Standardization plays an important role in the right quality and the right value, 9.8% of the respondents agreed as 14.6% of the respondents had no idea. Another 36.6% of the respondents disagreed while 26.8% strongly disagreed. It was found that Standardization plays an important role in the right quality and the right value.

The finding of the study shows that 9.8% of the respondents strongly agreed that The store in schools need to embrace technology so as to enhance easy identification of items in the store, 14.6% of the respondents agreed, 14.6% had no idea that 34.1% disagreed while 26.8% strongly disagreed to the statement. The study findings from the majority of respondents disagreed that The store in schools need to embrace technology so as to enhance easy identification of items in the store . this research findings concurs with Arjan (2005) achievement of the company's goals requires extensive cross functional coordination, which may be difficult when functional/regional departments think narrowly in terms of their own functional goals.

5.1.5 Inventory Management in Learning Institution

It was therefore noted inventory control planning, keeping inventory track, procurement and inventory management strategy are important keys in inventory management as proven by means of a median of 4.042, the role of inventory management is maintaining production, cost control, reduced loss, and continuous supply as proven by way of an average of 4.033, The challenge in managing inventory is to balance the supply of inventory with demand as shown through a median of 4.033 These related to Jamal (2012), remarks that Inventory management efficiency is a critical management issue for most learning institutions. Logistics is all about managing inventory, whether the inventory is moving or staying, whether it is in a raw state, in manufacturing, or finished goods.

5.2 Conclusions

Majority of respondents who agreed therefore confirmed that Procurement processes prepare and process demand as well as the end receipt and approval of payment. The study implied that this organization the Procurement processes are enhances the inventory management practices at the learning institution .Based on this assertion; the study implied that it the use of technology systems by incompetent practitioners is not what makes intricate procurement. The analysis revealed that there is a strong relationship between procurement and inventory control.

The study found that majority of respondents disagreed that a tender is a process where the owner invites a quote for the inventory to be delivered. The analysis confirmed based on the majority of respondents who confirmed that supplies personnel assist in achievement of school objective by the application of proper stores accounting.

The study confirmed based on the majority of respondents who strongly agreed that Procurement professionals need a set of flexible skills due to changing inventory management. The study confirmed from the majority of respondents that training need is any shortfall in an organization employee's inventory management in the learning institutions.

According to the findings, it was strongly agreed that accuracy of inventory records is necessary to provide satisfactory customer service. The analysis confirmed from the majority of respondents that Stock records provide the management with the information which is used to ensure accountability.

This was a confirmation that Storekeepers must verify the issue request before issuing the items. This was a revelation. It's important for stores in schools to have a common supply language for easy identification of any item in a supplies range. As a result of these findings, the study implied the structure of SCM requires traditional separate materials functions to report to an executive responsible for coordinating the entire materials process as well as requiring joint relationships with suppliers across multiple firms.

This gave an indication that the purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition. It was found that Standardization plays an important role in the right quality and the right value. The study findings from the majority of respondents disagreed that the store in schools needs to embrace technology so as to enhance easy identification of items in the store.

5.3 Recommendations

The research recommends that training of staff is vital if full use is to be made of their abilities and talents and also it's important to ensure that sufficient number of the appropriate caliber is available to the organization in pursuit of its objectives. Incompetent employees can render inventory control virtually ineffective.

The of management of Langata school is recommended to implement a information communication system to link business partners and players through network, fast generation of information and seamless decision making by multiple stakeholders promote the effectiveness of computerized inventory management.

The research based on the findings recommends the management to implement technologies such as EAN codes to increase efficiency.

The research recommends the management of Langata School to ensure their store staff are able to move different parts, items, materials, stocks finished products smoothly and simultaneously to other big stores to enhance inventory control.

5.5 Suggestions for Further Study

The study focused on these variables namely Staff Training, Inventory Management Techniques, Information Technology and Store Conditions. However, there are other factors affecting inventory management in learning institution in Kenya but have not been discussed in this study. This study therefore recommends that further study should be conducted on the effects of company linkages and availability of funds, and procurement techniques.

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Appendix II: Questionnaire

Serial No.....

The questionnaire is meant to collect information on the factors affecting performance of inventory management in the learning institutions in Kenya a case study Langata Boys School. Kindly answer the questions by writing a brief statement or ticking in the boxes provided as was applicable. The information provided was treated as strictly confidential and at no instance will your name be mentioned in this research. This research is intended for an academic purpose only.

Section A: general Information

1. Gender

Male ☐

Female ☐

2. What is the highest level of education you have attained?

Secondary ☐

College ☐

University ☐

Others (Specify) ☐

3. Work Experience

Below 1 year ☐

1.6 years ☐

7-11 years ☐

Above 12 years ☐

Above 10 years ☐

SECTION B: procurement Procedure

5. Kindly indicate the extent to which you agree with the following statements on the performance of inventory management in the learning institutions in Kenya? Key: 1 = strongly disagree; 2 = disagree; 3 Neutral; 4 = Agree; 5 = Strongly Agree.

No	Statement	1	2	3	4	5
	Procurement processes prepare and process demand as well as the end receipt and approval of payment					
	the use of technology systems by incompetent practitioners is what makes intricate procurement					
	there is a strong relationship between procurement and inventory control					
	a tender is a process where the owner invites a quote for the inventory to be delivered					

SECTION C: Level of Training

6. Kindly indicate the extent to which you agree with the following statements on the performance of inventory management in the learning institutions in Kenya? Key: 1 = strongly disagree; 2 = disagree; 3 Neutral; 4 = Agree; 5 = Strongly Agree.

No	Statement	1	2	3	4	5
	supplies personnel assist in achievement of school objective by the application of proper stores accounting					
	Procurement professionals need a set of flexible skills due to changing inventory management.					
	training need is any shortfall in an organization employee's inventory management in the learning institutions					

SECTION D: Inventory Records

7. Kindly indicate the extent to which you agree with the following statements on the performance of inventory management in the learning institutions in Kenya? Key: 1 = strongly disagree; 2 = disagree; 3 Neutral; 4 = Agree; 5 = Strongly Agree.

No	Statement	1	2	3	4	5
	Accuracy of inventory records is necessary to provide satisfactory customer service					
	Stock records provide the management with the information which is used to ensure accountability					
	Storekeepers must verify the issue request before issuing the items					
	It's important stores in schools to have a common supply language for easy identification any item in a supplies range					

SECTION E: Store Conditions

8. Kindly indicate the extent to which you agree with the following statements on the performance of inventory management in the learning institutions in Kenya? Key: 1 = strongly disagree; 2 = disagree; 3 Neutral; 4 = Agree; 5 = Strongly Agree

No	Statement	1	2	3	4	5
	Stores coordination form 50% to 70% of the companies organization assets					
	Purpose of store coordination is to make sure that items needed for the business are at the right place at the right time and in the right condition.					
	Standardization plays an important role in the right quality and the right value.					
	The store in schools need to embrace technology so as to enhance easy identification of items in the store					

SECTION F: INVENTORY MANAGEMENT

9. Kindly indicate the extent to which you agree with the following statements on the factors affecting performance of inventory management in the learning institutions in Kenya? Key: 1 = strongly disagree; 2 = disagree; 3 Neutral; 4 = Agree; 5 = Strongly Agree

No	Statement	1	2	3	4	5
	inventory control planning, keeping inventory track, procurement and inventory management strategy are important keys in inventory management					
	the role of inventory management is maintaining production, cost control, reduced loss, and continuous supply					
	The challenge in managing inventory is to balance the supply of inventory with demand					

Thank you for your participation